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CAUT ACPPU
BULLETIN

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Canada

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Seconde journée de lobbyisme national

PLUS de 100 professeurs, bibliothécaires et autres universitaires de tout le Canada se rencontreront sur la colline du Parlement le 23 novembre pour sensibiliser les députés fédéraux au besoin d'un meilleur financement de l'enseignement postsecondaire et de la recherche de la part du gouvernement.

La deuxième journée de lobbyisme national pour l'enseignement postsecondaire, organisée par l'ACPPU et la Fédération québécoise des professeures et professeurs d'université débutera au petit déjeuner par une séance d'information pour tous les participants, qui sera suivi par une conférence de presse et des rencontres avec les députés, les chefs de l'opposition, les ministres et les hauts fonctionnaires. Après ces rencontres, des entrevues seront organisées avec les médias régionaux, pour que la journée de lobbyisme reçoive une couverture à la grandeur du pays.

« Les personnes qui ont participé au lobby de l'année dernière ont trouvé que l'expérience valait le coup », a déclaré le président de l'ACPPU, Tom Booth. « Avec l'imminence des élections, il importe que nous soyons très présents. »

Il a ajouté que tous les délégués, les suppléants et les observateurs au Conseil de l'ACPPU qui assisteront à l'assemblée du 24 au 26 novembre sont invités à participer au lobby.

« Plus nous aurons de participants des associations locales, plus notre exercice de pression sera efficace. » ■

Pour obtenir des renseignements supplémentaires sur la journée de lobbyisme national, prière de communiquer avec David Robinson (robinson@caut.ca).

Traduit de l'article « Second National Lobby to Highlight Funding Crisis ».

All Ends Well for Dr. Chun

Physics professor Kin-Yip Chun is congratulated by Ann Williams of the 'Justice Committee In Support of Kin-Yip Chun'

CAUT plays positive role in scientist's reinstatement.

RENOWNED seismologist Kin-Yip Chun, who was fired by the University of Toronto and escorted from the campus by police in 1994, was reinstated on Sept. 7 after a mediation which lasted for more than 14 hours.

Dr. Chun has been appointed as research scientist and associate professor (without tenure) and a member of the graduate department of physics. In his fifth year a review will determine whether his appointment will be continued beyond June 2005. To satisfactorily pass the review he will have to attract peer-reviewed research funding and have published (or have acceptances of publication for) four research papers in refereed journals.

The university will provide $210,000 start-up funding for his research and an additional $50,000 of computer equipment for his laboratory. He will receive an annual salary of $85,000 plus benefits.

Justice couldn't have been achieved without the firm stand taken by CAUT since 1995.
— Kin-Yip Chun

The university will also give Chun $100,000 in compensation, and pay up to $150,000 of his legal fees. And, he may apply for any tenure stream position for which he is qualified.

CAUT played an important role in the outcome of a case which had become widely known in Canada and elsewhere, and which involved charges of racial discrimination. "At long last the university, under the leadership of Bob Birgeneau, has behaved with courage and generosity in correcting a wrong," said Bill Graham, past president of CAUT and a member of the team that negotiated the settlement on Chun's behalf.

Chun joined the university's physics department as a research associate in 1985 and secured $1.4 million in research grant funding over nine years. On four occasions he was turned down for tenure stream positions in the physics department. His experiences led him to charge the university with racism, charges which the university bitterly contested.

He appealed to CAUT's Academic Freedom and Tenure Committee which launched an investigation into his case in 1995. The AF&T investigators conducted interviews and had access to the university's own internal report, by Professor Cecil Yip, which found irregularities in one of the searches, but no evidence of intentional discrimination. Nevertheless, Yip's report concluded that Chun "had been unfairly treated and exploited."

Unlike other research associates Chun acted as his own principal investigator and was acknowledged as the leader of the program on nuclear test ban verification and earthquake seismology. He even had his own research associates. Furthermore, he taught upper-level courses and supervised graduate students. In short, he performed the duties normally expected of professors.

Chun filed a human rights complaint against the university in 1992. In February 2000 an investigator for the Ontario Human Rights Commission reported evidence of systemic racial discrimination in the university's hiring practices. But in July, after hearing submissions by the university, the commission declined to refer the case to a board of inquiry.

Graham said the commission's decision and the arrival of a newly-appointed president at the university, Robert Birgeneau, paved the way for the negotiated settlement.

See DR. CHUN Page A4

Nipissing's Drive to Organize Contract Staff

Full-time faculty vote for all-inclusive association.

FULL-TIME faculty members at Nipissing University have voted overwhelmingly to offer membership in the faculty association to contract academic staff.

The vote was initiated by the Nipissing University Faculty Association (NUFA) executive after they were approached by a group of part-time instructors and laboratory instructors interested in organizing a union.

"We're aware that part-time faculty members at Nipissing have been abused in the past," said Roman Brozowski, NUFA president.

"By bringing them into the union, we're not only attempting to secure for them the same rights we enjoy as full-time faculty, we're recognizing the important role they play in our community."

With the double cohort coming, part-time faculty will become an even more integral part of all of our universities, Brozowski said.

"The vote is a clear statement that faculty members at Nipissing feel that all academics can benefit from having everyone working together in the faculty association," he said.

Contract academic staff have been meeting since last spring to discuss different options for unionization.

After discussions with the NUFA executive and meetings with CAUT staff, the group decided their best choice would be to unite with their full-time colleagues in NUFA.

"We're impressed by what contract academic staff have been able to achieve in other faculty associations," said Bill Plumstead, a part-time instructor in the department of English and leader of the organizing committee.

"We have a lot of work ahead of us, but we're confident that with the support of our full-time colleagues, we'll be able to make some real gains in our wages and working conditions, establish clear, fair hiring procedures, and protect our academic freedom."

A card-signing campaign is now underway, and the organizing committee hopes to apply for certification of a new bargaining unit for contract academic staff in the near future. ■

— PHOTO: TARAS NOVALY —

Our Universities, Our Future.

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Knowledge House could be a house of horrors for Dalhousie.
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Real curriculum needed to supplant the corporate campus.
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LETTERS COURRIER

Picking Students' Pockets

With the recent release of the Statistics Canada report on tuition, students have official recognition of what we have known for years: massive government cuts to education spending have driven tuition fees – and, therefore, student debt – through the roof.

While Statistics Canada reports the average graduate student tuition for this year will skyrocket by an alarming 14.1 per cent and that the average undergraduate will see their tuition jump to $3,378, this represents only the most obvious increases. University administrators across the country are finding new and creative ways to take student money in lieu of joining students in the struggle to pressure governments to reinvest in post-secondary education.

Here at the University of Ottawa (and we are no exception), our administration decided during the summer to collect both semesters of undergraduate tuition at once, at the beginning of September. Students who cannot afford to pay the extra $2,100 are being fined $40.

The notice they receive says they are being given a "choice" to pay their second installment later, for a fee. In reality, the only choice students have is to lose their interest or their $40.

The executive of the board of governors claims to have been "losing the interest" on the second semester tuition. How can that be? Many of the other universities that have already instituted this system offer many full-year courses.

At the University of Ottawa, where most of our classes are a single semester; students are clearly being asked to pay in advance of services rendered. Could professors demand their entire salary in September, claiming they are "losing the interest" throughout the year? Not likely.

There are a host of other changes welcoming students this year as well: the cost of deferring payment within a semester is up by $10; interest on outstanding balances will now be calculated at three per cent over prime (up from two per cent); and the cost of printing a transcript is up as well. These are among the many hidden tuition increases which inflate the costs of our education far beyond the exorbitant increases reflected in the Stats Can report.

Our administration refused to consult with students prior to making these increases and only sent out the notice in the first week of August, but they were well aware how we would feel about the crunch. In an internal document, kept secret from students, the administration wrote: "when these fee increases are announced, we can expect strong protests from certain students. So, it's critical that all employees dealing with these students be convinced of both the logic behind and, especially, the need for these increases. Individual employees must all stand behind the university's position in this area."

Students are starting to understand the real problem with the "trickle-down effect." The feds dole out tax cuts to the rich and while we are busy paying for an ever-increasing share of the education system, our universities are nickel-and-diming us to death.

JOEL DUFF
President, University of Ottawa Graduate Students' Association

Angry students at the University of Ottawa organized a sit-in on Sept. 25 that lasted almost three days before the administration conceded on several issues on fee increases. The administration has agreed not to charge students waiting for government loans interest for the 2000-01 academic year and has agreed to strike a task force to examine all tuition and auxiliary fees. The university has refused to repeal the $40 surcharge for "late payments" but has committed to the principle of consultation and communication with students on all future fee increases. – ed.

Victory in Contentville Controversy

CANADIAN theses titles will be removed from the U.S.-owned web site Contentville.com until further notice. The temporary reprieve for graduate students follows consultations last month with CAUT, the National Graduate Council, the Canadian Association for Graduate Studies, the Canadian Graduate Council, the National Graduate Council, the Conseil national des cycles supérieurs de la Fédération étudiante universitaire du Québec, and the Canadian Association of Research Libraries.

At a meeting on Sept. 15, the National Library asked representatives from the groups to choose between a blanket removal and an opt-out option whereby students would have to request that their titles be removed from the for-profit site. CAUT and the student groups voted for a blanket removal of all Canadian academic work.

The library initially intended to ask Contentville to proceed with the opt-out option. But Joel Duff, chair of the National Graduate Council of the Canadian Federation of Students, said the opt-out plan was comparable to "the negative billing option that sparked public outrage against the cable companies a few years ago."

Following the consensus reached at the meeting, the National Library and Contentville agreed to remove the theses from the web site.

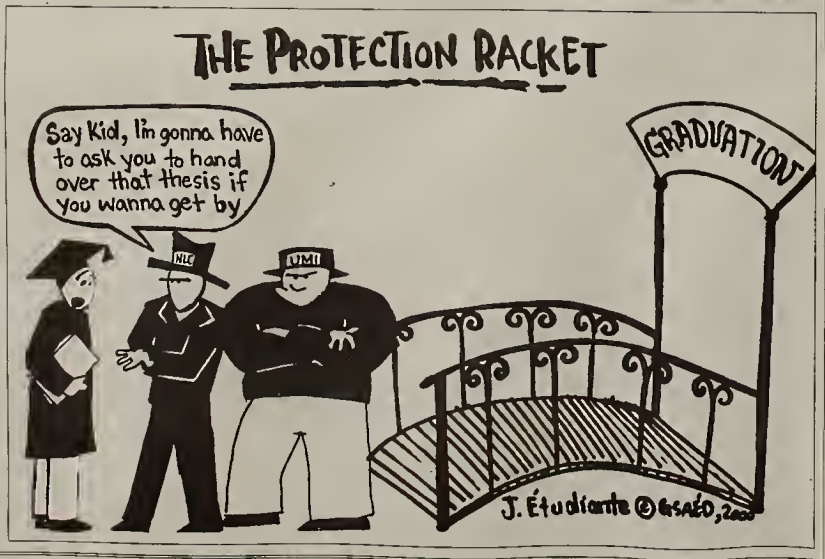
"This is an interim measure," said David Balatti, director of bibliographic services at the National Library, "as we have embarked on a series of national consultations with the groups affected to review the program as a whole. Contentville has been consulted and agrees with this course of action."

CAUT president Tom Booth welcomed the decision, but also urged the library to establish a public, not-for-profit and cost-recovery program for the distribution of theses and dissertations.

"This is an important victory," he said. "But we think that to avoid this situation from arising again, the National Library needs to bring the theses program back in-house. That's the best way in our view of ensuring the widest and most accessible availability of this scholarly work."

The current controversy arose in July when authors were surprised to discover their Canadian theses were being sold

See CONTENTVILLE CONTROVERSY Page A6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Say Kid, I'm gonna have to ask you to hand over that thesis if you wanna get by
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President's Column

Learning Requires Team Work & Respect

By TOM BOOTH

WRITING in the May 1981 CAUT *Bulletin*, teaching award recipient Arthur Haberman outlined clear strategies for addressing the challenge of creating and sustaining an environment in which students can learn to value cooperative approaches to scholarship, teaching and research.

He emphasized three points: respect for students and their ideas in learning situations and respect for participatory traditions in the institution of learning; excitement "in the shared endeavour which creates a community and enables us to learn together"; and, learning "that teaching is a cumulative affair" which is ongoing. Respect, excitement and a willingness to learn serve as a philosophical basis to instruct our students in understanding core academic principles and applying team approaches in academic work.

What can we do to sustain and build a climate of respect, excitement and learning together? What actions can further enhance students' understanding of core academic principles and promote a climate for an enriched team research environment? How can we foster a cooperative spirit amongst our student and professorial colleagues to facilitate the building of teams? In short, how can we put into action the strategies outlined by Professor Haberman? Here are some suggestions.

We must continue to treat graduate students (and I contend undergraduate students should be treated similarly) as members of the professional community – part of our team from the onset. We must recognize that graduate students need support for professional development and preparation for an academic career right from the beginning of their academic careers.

It is absolutely fundamental that graduate students have the same rights as other members of the academic team. Academic freedom is as vital to students as it is to academic staff. Students should be able to take reasoned exception to data or views offered in the course of study. They should have the freedom of critical inquiry, discussion and expression. The freedom we have to partake in political action should be encouraged for students as well.

Being part of the team also means having a voice in deciding university policy. All students should have access to full participation in university governance at the program, department, faculty and institutional levels. Students should be able to participate in student association activities without reprisal and they must be free from discrimination and harassment.

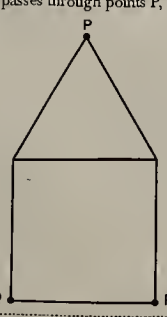
Many of our graduate students are researchers and scholars in their own right, developing considerable publication lists even before they graduate. Their intellectual property rights should be recognized and protected. When problems do occur, they must have access to due process, founded in natural justice, to resolve conflicts and address injustices regarding all aspects of their academic status, endeavours and responsibilities.

By strengthening the status of our students as colleagues, protecting their rights to academic freedom, and instilling in them the importance of participation in collegial governance, they inherit the respect, excitement and the spirit of learning about which Professor Haberman wrote. At a time in our profession when the requirement for collaborative work is high, application of these values offers the distinct potential to build highly cohesive and resilient teams.

Homework!

Drop the Triangle

An equilateral triangle sit atop a square as in the diagram. All sides have length 1. A circle passes through points P, Q and R. What is the radius of the circle?



Homework!, a new feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

Knowledge House Could be House of Horrors for Dalhousie

By MICHAEL CROSS

THE faculty of science at Dalhousie University has recently cut a deal with a private, for-profit educational institution that smacks of little more than a back door for enrolment to the university – and an expensive one for the university at that.

Known as Knowledge House, the Nova Scotia company has a background in distance continuing medical education and some experience with linking rural high schools by computer technology. Knowledge House shares are publicly traded on the Toronto Stock Exchange.

Knowledge House and the Dalhousie administration drew up a memorandum of understanding for what the company termed a "global baccalaureate." This program would permit students to complete their first year of university through online studies, perhaps while being employed by a participating company.

Knowledge House enters the corridors of higher education via a convoluted process of signing up individual faculties as "participating faculties" and hiring faculty members as consultants to assist in developing the curriculum. The hiring is co-ordinated by the dean of the faculty.

The council of the faculty of science at Dalhousie approved the development of the global baccalaureate on Apr. 6, 2000, pending final acceptance of the curriculum by the faculty. It is not clear that the faculty council actually has the authority to make science a participating faculty. The council only has the authority to act for the faculty on urgent business, when the faculty is not in session. But the faculty was still "in session" on Apr. 6. This raises questions about the status of the deal. There are others. The memorandum of understanding is poorly drafted and not always clear. That may explain why different administrators have offered different explanations of it.

Problems with interpreting the memorandum were compounded by at least one campus presentation by Knowledge House staff. The baccalaureate was characterized as an accessibility program for students needing "to upgrade/complete missing credits." It was stressed that the baccalaureate was for students who would not otherwise be eligible to attend university. The program was also described as one which "provides strong academic experience plus work experience plus industry certifications."

The memorandum, on the other hand, is silent on the qualifications of students and it does not mention work experience or industry certifications. Dalhousie, apparently, has waived any input over student admissions and the conditions under which study will take place.

The legal statement on these matters presumably becomes a Material Change Report filed under the Securities Acts of Nova Scotia and Ontario. Knowledge House filed this report shortly after the memorandum with Dalhousie was drawn up. It describes the baccalaureate simply as a "post-secondary program ... intended to equip high school graduates with enhanced foundation for advanced study and/or employment in the knowledge economy." There is nothing about the admission requirements and the work component is now simply tacked on as, "A co-op stream will also be offered."

This is no mere semantic matter. The nature of the program has shifted dramatically. It was described as a work-based, upgrading course for those who would not otherwise come to Dalhousie. Now it has become open-ended: students may or may not be working; they may or may not be qualified to enter university through normal channels; they may be studying full-time or part-time; they may be studying on a work site, the original description – but then they may not.

The loose wording of the memorandum and the Material Change Report frees Knowledge House to become, in essence, a truncated university and to trade on Dalhousie's name and reputation while doing so.

What is the Global Baccalaureate?

The Global Baccalaureate program was announced in June 2000. This 18-month program is aimed at students who have completed high school and are in transition to post-secondary education or work. The Global Baccalaureate is a Web-enabled learning program, where participants access curriculum, collaboration tools, resources, and assistance through the Internet. Starting in 2001, the first "class" of Global Baccalaureate students will experience the program on-site in a specially-designed learning environment. The on-site option will be followed soon thereafter by fully distributed access to this unique program. A series of multi-disciplinary modules are being designed in partnership with Dalhousie University faculty and business and industry advisors. Program graduates will receive advanced placement and five, full-year credits towards a 20-credit degree program from Dalhousie. This program is designed for young people between 18 and 25 years who have completed high school, but have not yet begun to move along a career or higher education path. The Global Baccalaureate bridges the gap between school and the next stage of study or work to provide them with an unparalleled foundation for personal and professional development.

Source: www.knowledgehouse.net

The memorandum also has serious and perhaps deleterious implications for faculty members in several ways.

One is the impact on academic standards and self-government. The agreement says that when a participating faculty has approved the curriculum, a student who completes the global baccalaureate "according to the evaluation standards mutually agreed upon between the parties" will be granted five Dalhousie credits.

These are described as "transfer credits" and Dalhousie is obligated to issue a transcript for these credits, and to admit the student to "advanced standing" in a participating faculty.

The "parties," according to the vice-president academic, are Knowledge House and Dalhousie, which will represent the interests of the participating faculties. But the evaluation standards, apparently, will be established by the participating faculties and Knowledge House at the time the curriculum is approved. The memorandum says, again, that Dalhousie will issue a transcript for the credits earned. However, the vice-president academic says these are not Dalhousie credits, they are transfer credits, to be treated like other transfer credits.

Dalhousie does not ordinarily accept transfer credits from private corporations. In this case, it is not only agreeing to consider transfer credits from a company, it is committing itself to accept them under the agreement. Consider the possibilities. A transfer credit request arrives from Knowledge House for a credit in surfboard studies. The department of surfboard studies does not think the class is up to its standards. However, the participating faculty has agreed to accept the credit. So much for surfboarding standards and departmental self-government.

Another area of interest is that of intellectual property. Our collective agreement provides protection for the intellectual property of members. The memorandum, in contrast, says "all intellectual property rights developed for the Courseware and/or Global Baccalaureate shall belong to" Knowledge House. The way that the collective agreement is circumvented is to have Dalhousie faculty members, who are working on the courses, hired as consultants.

Dalhousie will get a lump sum of $10,000 per year, along with $1,300 per student enrolled in year two of the baccalaureate. That is far less than we would receive if the students registered for regular first-year classes at Dalhousie. We are cooperating with a private institution which will teach the more cost-effective first-year classes. We then will accept the students into our upper year classes which cost us more per student.

Any student who would ordinarily enrol in first year at Dalhousie, but instead goes to Knowledge House, costs us a great deal of money – the difference between $1,300 and what we would otherwise receive from their tuition and government grant.

The argument from the administration is that the students enrolled in the baccalaureate are high risk students, ones who ordinarily

See KNOWLEDGE HOUSE Page A8

Job Security for Temps in B.C.

The College Institute Educators' Association wins full access to the rights and benefits of collective agreements for many former temporary faculty.

THIS fall, close to 300 CIEA faculty members who hold temporary positions will be in regular ongoing positions as a result of bargaining efforts by the College Institute Educators' Association of British Columbia.

In what CIEA president Maureen Shaw calls a historic development, many previously temporary faculty members will now have full access to the rights and benefits of the collective agreement.

Newly "regularized" faculty will receive salary on the provincial scale, health and welfare benefits for 12 months of the year, and other rights and benefits such as professional development and severance pay.

"In making faculty regularization a bargaining priority and persisting in our efforts at the provincial and local levels, we have bucked the worldwide trend towards casualization of academic work," Shaw said.

In the 1990s, more than 40 per cent of faculty members in BC's college, university-college, institute and agency system held temporary positions.

These positions often provided minimal or no benefits, little preparation time or support, no professional development time and much lower salary levels than those of regular faculty members.

Faculty members could spend years in temporary positions and were often laid off every summer, only to be rehired at the last minute for the next fall term. They frequently put together the equivalent of a *full*-time position by working at more than one post-secondary institution.

"The impact of these conditions on faculty members as individuals was enormous," Shaw said, "as they struggled to maintain a high quality of education for students."

After many years of a concerted drive by CIEA to improve compensation and job security for part-time and temporary faculty, the effort is paying off. Local negotiations on the subject of job security for temporary faculty have taken place under the umbrella of a provincial agreement and have led to settlements in six of seven CIEA locals.

Five university-college locals – University College of the Cariboo Faculty Association (Local 2), Kwantlen Faculty Association (Local 5), University College of the Fraser Valley Faculty & Staff Association (Local 7), Malaspina Faculty Association (Local 8), Okanagan University College Faculty Association (Local 9) – as well as the College of the Rockies Faculty Association (Local 6) have concluded negotiations. The Faculty Association of the College of New Caledonia (Local 3) hopes that regularization negotiations will be concluded in October.

CIEA's success in assuring regular work for faculty is the result of a historic common agreement signed in October 1998 between a joint union committee of 16 CIEA locals and seven instructor locals of the British Columbia Government and Service Employees' Union and an employers' bargaining committee representing 16 post-secondary institutions in British Columbia.

Participating locals now have a collective agreement that includes the common agreement and their local agreement.

The common agreement establishes a single province-wide salary scale and identifies a process for bargaining "regularization" provisions at a local level.

The agreement sets out parameters for locals to bargain local provisions for regularizing temporary part-time and full-time faculty members.

Specifically, the agreement states that faculty members who work at least 50 per cent of a full-time workload for two consecutive years where the workload is expected to continue in the third year, will now be converted to regular faculty members with salary, health and welfare benefits, and other rights and benefits of the collective agreement based on equity with the *full*-time regular faculty.

CIEA locals who believed that their regularization provisions needed to be improved according to the provisions of the common agreement opened negotiations with local employers.

The process has taken almost two years, but the last agreement is now almost complete. As a result, hundreds of CIEA faculty members have seen their wages and job security significantly improved. In addition, many BCGEU instructors will also be regularized this fall.

For many years, CIEA has championed the cause of temporary faculty members.

CIEA's committee on the status of non-regular faculty has been working for a decade to assist in coordination of initiatives to improve the lot of non-regular faculty. As a result of this committee's work over the years, CIEA policy and bargaining positions have strongly supported the right to equity for non-regular faculty members.

Prior to the provincially supported regularization drive, many CIEA locals had successfully bargained significant improvements to conditions for non-regular faculty and some have made progress in ensuring that faculty and positions are regularized in a timely manner.

The latest provincial initiative is the most significant, and will result in greater equity of pay and benefits and fair access to ongoing work for faculty in the BC college, university-college, institute and agency system. ■

The full text of the common agreement can be viewed at www.ciea.bc.ca.

Standing Together: One Prof's Story

Tom Friedman's path to e regular position is a common one in the post-secondary education system internationally. He began with a temporary contract, believing that it would turn into secure employment in a timely manner, only to find that one can be temporary for a long time in the world of academia.

Shortly after finishing his PhD in 1993, Tom was hired on a part-time temporary contract at the University College of the Cariboo in Kamloops, B.C. Seven years later, thanks to the common agreement, which enabled a regularization settlement at his local, he is about to receive a letter of appointment, making him e permanent, regularized faculty member.

Tom accepted the UCC position because, like many academics, his wife was also looking for a teaching job in a post-secondary institution. She also took a job as a temporary instructor, becoming permanent in 1995.

Tom's UCC position was poorly paid relative to faculty members who had permanent positions and full teaching loads. Each April he was laid off, and usually didn't know whether or not he would be hired in the fall, or how much work would be available in the fall if he was hired. He had no benefit coverage until he became e full-time temporary instructor. However, even then, his health and welfare benefits did not cover him during the periods of summer layoffs. Many other rights and benefits of the collective agreement such as professional development time, education leave, and vacation entitlement were either reduced or nonexistent.

Within a year of arriving at UCC, he realized that the collective agreement needed improving and he became active in his union. He joined CIEA's committee on the status of non-regular faculty and eventually served as chair. Tom continued his activism at the local and provincial levels. He became the chair of CIEA's bargaining coordination and review committee and last spring, wes elected president of his local, University College of the Cariboo Faculty Association (CIEA Local 2). He was actively involved in bergaining the common agreement and in local regulerization negotiations.

While his ectivism started with self-interest, Tom says that he quickly came to appreciate the broader picture for his colleagues. He was aware of the variation in disciplines with some, such as the sciences, having a higher proportion of regular faculty members. His motto is to maintain solidarity end to bargain improved conditions for everyone.

Les gouvernements oublient l'enseignement postsecondaire encore

L'ENTENTE intervenue en septembre entre Ottawa et les provinces, et dont on a fait grand cas, prévoit une réinjection de 2,8 milliards de dollars dans les soins de santé et les programmes sociaux. Toutefois, selon Tom Booth, président de l'ACPPU, elle n'est peut-être pas tout à fait ce pour quoi elle a été conclue.

« Nous sommes certainement heureux que le gouvernement réponde au besoin de réparer les torts causés à nos programmes sociaux au cours des dernières années », a signalé M. Booth. « Cependant, on ne sait pas très bien si l'enseignement postsecondaire aura droit à une partie des crédits promis. »

Les dépenses publiques dans le secteur de l'enseignement postsecondaire ont diminué durant une grande partie de la dernière décennie. L'érosion s'est intensifiée avec la création du Transfert canadien en matière de santé et de programmes sociaux (TCSPS) en 1996. Les paiements de transfert aux provinces ont ainsi été consolidés et réduits, passant de 18,5 milliards à 12,5 milliards de dollars. Pour atténuer le choc de ces compressions, le fédéral a conçu le TCSPS de manière à permettre aux provinces de dépenser les crédits avec plus d'autonomie et moins d'obligation de rendre compte.

« Le TSCPS se compare à de la gelée : Il n'y a aucun moyen de savoir comment les fonds fédéraux sont dépensés ou s'ils sont même dépensés », a ajouté M. Booth.

Il a soutenu que la situation était davantage alarmante pour l'enseignement postsecondaire parce que les gouvernements provinciaux ne sont absolument pas tenus de rendre compte de la manière dont ils dépensent les crédits qu'ils peuvent décider d'injecter dans les universités et les collèges, au contraire du secteur de la santé qui est régi par des principes nationaux énoncés dans la *Loi canadienne sur la santé*.

« La *Loi canadienne sur la santé* oblige les provinces à fournir des soins de santé qui sont sans but lucratif, complets, transférables, accessibles universellement et administrés par l'État », a expliqué M. Booth.

« L'absence de principes analogues pour l'enseignement postsecondaire signifie que les crédits fédéraux supplémentaires, dans certaines provinces, aboutissent dans le financement de base des universités et des collèges. Il est cependant plus probable que d'autres provinces versent les fonds en espèces aux établissements privés ou sous la forme de crédits d'impôt pour études ou de bons d'études.

L'ACPPU demande aux gouvernements fédéral et provinciaux d'élaborer pour l'enseignement postsecondaire des principes analogues à ceux prévus dans la *Loi canadienne sur la santé* afin de garantir que les transferts fédéraux aident à respecter des objectifs nationaux.

« Sans un large ensemble de normes nationales, l'augmentation du TCSPS ne règlera pas nécessairement le principal problème de l'insuffisance du financement de base des universités et des collèges et n'éliminera pas les graves disparités régionales qui émergent », a conclu M. Booth. ■

Traduit de l'article « Feds Neglect Higher Education Again ».

All Ends Well for Dr. Chun

☞ From PAGE A1

Since the firing, the 54-year-old father of two has been living on social assistance and the largesse of many friends.

The resolution is in line with that suggested by CAUT's 1998 AF&T report which recommended that Chun be provided with "an opportunity to return to work at the university with genuine job security on a continuing basis at a rank and salary commensurate with his actual experience, and a fair chance to compete for any position in seismology at the university which may occur in the future." Professor Patrick O'Neill of Acadia University and former chair of the AF&T committee, was an original member of the committee of inquiry and was a long time advocate of a solution along the lines of the settlement.

CAUT also made it possible for mediator George Adams and the university members to hear from a distinguished professor of physics from the University of Pennsylvania and former president of the Seismological Society of America.

For his part, Chun has agreed to withdraw the appeal of his human rights commission case and his civil suit against the university.

Both Chun and the University of Toronto view the settlement as a win-win situation. In a joint statement both parties "express regret at the harm done to all those involved in this protracted dispute."

Graham said that Chun has put the past behind him, "withdrawing his allegations and wishing only to return to his research in collegial fellowship with the other physicists."

In an open letter to the university community, Birgeneau wrote "I am confident that our colleagues who are directly involved in the reconciliation process will do their very best to ensure that the University of Toronto distinguishes itself in this difficult transition period." ■

Background: *Bulletin* reports Feb. 2000 & Apr. 2000. Search online at www.caut.ca or www.utoronto.ca/acc/chun/.

Election Watch

Federal Government Posts Record Surplus

FEDERAL Finance Minister Paul Martin announced his government recorded an unexpected $12.3 billion surplus for the 1999-2000 fiscal year, but that all of the bounty has been applied to reduce the federal debt.

News of the surprise windfall immediately sparked criticism from those who say the money could have been better spent on social programs which bore the brunt of the government's austere deficit reduction measures in the 1990s.

"The federal government is literally awash in cash," said CAUT president Tom Booth. "The old argument that we can't afford to spend money on education or health care or on anti-poverty programs simply doesn't hold water anymore."

He noted the government has already posted a $11.4 billion surplus in the first quarter of the current fiscal year, suggesting the surplus will likely reach between $20 billion and $30 billion this year.

At a news conference in Ottawa, Martin said stronger than expected economic growth and virtually no increase in program spending pushed the final surplus for 1999-2000 well above his projections for a balanced budget.

But Booth said Martin has been deliberately adopting very conservative budget projections in order to hide the real size of the federal surplus.

"Paul Martin has consistently overshot his targets by billions," he said. "By adopting overly conservative measures, he can claim the government has little money to reinvest in education and other programs. He then ends up year after year with a bigger surplus which is automatically applied to the debt. This is debt reduction by stealth."

Booth also noted that in their so-called 50/50 plan announced during the 1997 federal election campaign, the Liberals had promised to allocate 50 per cent of the surplus to social spending and 50 per cent to tax cuts and debt reduction.

Booth urged the Finance Minister to direct a larger share of this year's looming surplus toward tackling the "growing social deficit that has emerged as a result of federal cutbacks to health, education and income assistance."

Election Watch is a new *Bulletin* column.

Feds Neglect Higher Education Again

LAST month's much publicized deal between Ottawa and the provinces to restore $2.8 billion in funding for health care and social programs may not be all it's made out to be, said CAUT president Tom Booth.

"Certainly, we're glad to see the government respond to the need to repair the damage done to our social programs in recent years," Booth said. "But what's unclear is just whether any of this money will trickle down to post-secondary education."

For much of the last decade, public spending on post-secondary education has declined. This intensified with the introduction of the Canada Health and Social Transfer (CHST) in 1996 which consolidated and slashed federal cash transfers to the provinces from $18.5 billion to $12.5 billion. To offset the impact, Ottawa designed the CHST to allow the provinces more autonomy and less accountability over how they spent the money.

"The CHST is like jelly because there is no way of knowing how federal funds are being spent or even if they are being spent," Booth said.

Booth added that the situation is even more dire for post-secondary education because, unlike health care which is governed by national principles outlined in the *Canada Health Act*, there are absolutely no obligations as to how the provinces spend dollars they might decide to put into universities and colleges.

"The *Canada Health Act* requires the provinces to provide medicare in a way that is not-for-profit, comprehensive, portable, universally accessible, and publicly administered," Booth said. "The lack of similar principles regarding post-secondary education means extra federal funding might, in some provinces, find its way into the core funding of universities and colleges. But more likely, other provinces could channel the cash into private institutions or to educational tax credits or even to vouchers."

CAUT is calling on the federal government and the provinces to develop a similar set of principles as in the *Canada Health Act* to apply to post-secondary education as a way of ensuring that federal transfers help meet national goals.

"Without any broad set of national standards, an increase in CHST funding will not necessarily address the key problem of the lack of core funding of universities and colleges, nor would it undo some of the serious regional disparities that are now emerging," Booth said. ■

Public Financing Disappearing

STUDENTS and private donors are making up the bulk of the cash shortfall as governments continue to withdraw public funding from the nation's universities, new data reveals.

The Canadian Association of University Business Officers and Statistics Canada say only 55.3 per cent of revenues were obtained from public funds last year, including federal grants for sponsored research. The remainder came from student fees, private contracts and donations, sales of university services, interest income and other miscellaneous sources. In 1992, universities drew 67 per cent of all revenues from government grants and contracts.

"What we're seeing here is the creeping privatization of universities," noted CAUT president Tom Booth.

The numbers released by Statistics Canada show that in Nova Scotia and Ontario, government withdrawal from funding universities has reached the point where more than half of university revenue now comes from non-government sources (53.4 per cent and 52.8 per cent respectively).

New Brunswick comes a close third, where a sharp decrease in government grants means the universities obtain almost 47 per cent of revenues from other sources.

By contrast, Quebec universities still receive 67.5 per cent of funding from the provincial and federal governments. However, this has decreased in recent years — from almost 73 per cent in 1992.

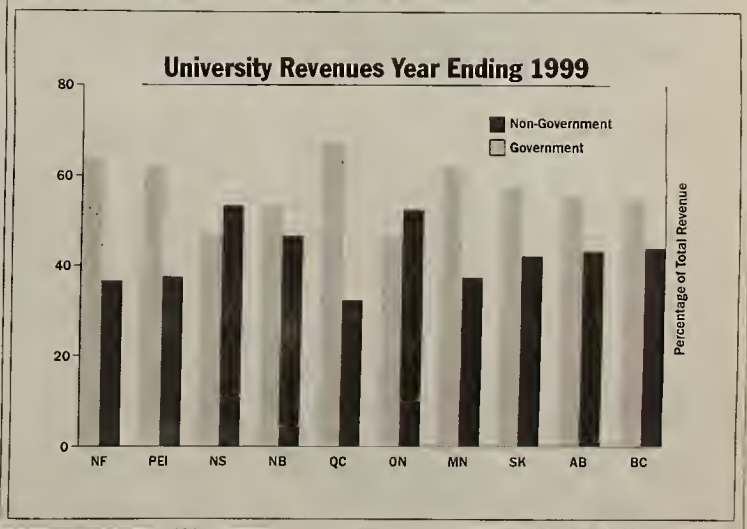
In the Western provinces, government funding ranged from 67 per cent to 70 per cent in 1992, falling to 56 per cent to 62 per cent by 1999.

Booth said that financial responsibility for university education is clearly falling on the shoulders of Canada's youth. Students now pay $2.5 billion in fees, representing more than 20 per cent of university revenues.

In New Brunswick, students pay 28.5 per cent, and in Ontario, they pay 25.4 per cent. In Quebec, fees have been kept low as a matter of provincial policy and reached 13 per cent in 1999.

Provinces such as British Columbia and Alberta have adopted different means of making up for the loss of government funding. BC has attempted to restrain fee rises, and instead relies more heavily on private funding, sales, and other sources. In that province, 16.7 per cent of revenue comes from students, while almost 27 per cent comes from private and other sources. In Alberta, where students contribute 19.6 per cent of university revenue, about 24 per cent comes from private contracts and other sources. Reliance on private contracts and donations, however, is highest in Ontario — 12 per cent of all revenues.

Booth added that these latest figures show that governments need to make a serious reinvestment in post-secondary education. "With the fiscal situation of both Ottawa and the provinces improving, the plea of public poverty is no longer an excuse for not adequately funding colleges and universities," he said. ■



Newsline

Second National Lobby to Highlight Funding Crisis

More than 100 faculty members, librarians, and other academic staff from across Canada will descend on Parliament Hill on Nov. 23 to lobby their Members of Parliament about the need for Ottawa to adequately fund post-secondary education and research. The second National Lobby Day for Post-Secondary Education, organized by CAUT and the Fédération québécoise des professeures et professeurs d'université, will begin with a breakfast briefing for all participants, followed by a national press conference and visits with MPs, opposition leaders, cabinet ministers, and senior federal civil servants. Post-lobby interviews will be arranged with participants' local media outlets to spread the news of the lobby across the country. "Those who took part in last year's lobby day found it to be a very worthwhile experience," said CAUT president Tom Booth. "With a federal election coming up, it's important that we be out in full force this year." All CAUT delegates, alternates and observers coming to Ottawa for the Nov. 24–26 Council meeting are encouraged to participate in the lobby. "The more local association activists we have participating, the more effective our lobby will be," Booth said.

CAUT Launches Legal Publication

In April, CAUT launched *Legal Review* a new publication which discusses several different legal aspects of union activities, labour relations, human rights issues, and other relevant topics. *Legal Review* is available on the CAUT web site www.caut.ca (publications) or at your local faculty association office. Individual copies may also be obtained from CAUT by contacting Johanne Smith (smith@caut.ca).

Women's Series Calls for Papers

The Canadian Research Institute for the Advancement of Women invites papers on scholarly research, action research, commentaries and analyses in either French or English for its publication series Voix Feministes/Feminist Voices. Prior to Mar. 2001, CRIAW is particularly interested in reviewing manuscripts on the following topics: employment equity, women in the military, women and the political right, women and globalization, women and healthy communities, and gender-based analysis. Submissions considered appropriate for the series are put through a blind peer review process.

For more information, please contact CRIAW, 408 - 151 Slater Street, Ottawa, Ontario K1P 5H3; tel: (613) 563-0681; fax: (613) 563-0682; e-mail: info@criaw-icref.ca; www.criaw-icref.ca.

Ruling in Trent Case to be Appealed

ON Sept. 18, the Ontario Divisional Court rejected a request from three Trent University faculty members for a judicial review of the Trent board of governor's decision to close the university's two downtown colleges after the senate had rejected the proposal.

But, the professors say they will seek leave to appeal the ruling.

"The court seems to have set aside the whole framework of academic governance we have been operating with for the last 30 years," said Ian McLachlan, one of the faculty members involved in the case. "What is at stake is whether we can still have a university that decides its direction in a democratic way."

CAUT has pledged its full financial support for an appeal.

"The court ruling last month has frightening implications for the quality of university education throughout Canada," said CAUT president Tom Booth. "Upholding the rights of elected academic senates is essential to ensure that universities maintain academic excellence. We feel the judges took a very narrow view of the powers the *Trent Act* gives the senate."

"Leave to appeal is being sought because of the broad implications of this decision and because we believe the judges made an error in law," said Andrew Wernick, another of the Trent faculty that sought a judicial review. "We have retained John Laskin, a prominent Toronto lawyer from the international law firm Torys, to continue on with the case in collaboration with CAUT."

Wernick and McLachlan wanted a court order quashing a plan to close Peter Robinson and Catharine Parr Traill colleges in downtown Peterborough. Trent's board voted last November to close the colleges even though the university's senate had voted against the proposal because the downtown colleges – and the college system – are an integral aspect of Trent's academic vision and provided the framework for a unique educational program.

In the ruling, the judges accepted the administration's argument that the colleges did not fall into the senate's powers under the *Act* to "control, regulate and determine educational policy" and that closure of the colleges was entirely a matter for the board. They also ruled the board has "exclusive jurisdiction over management and control" of the university's property, revenues and expenditures. ■

Sept. 5 Resolution

The following motion was passed unanimously by the Fellows of Peter Robinson College at a College Council Meeting on Sept. 5, 2000.

Be it resolved that the Fellows of Peter Robinson College:

1. Reaffirm their commitment to maintain and foster the development of Peter Robinson College at its present town location;
2. Request that the college master convey this commitment and affirmation to appropriate bodies and committees (including the Build 2000 steering committee and the senate site development committee);
3. Support the college master in his efforts to secure the future of Peter Robinson College and Trent's other colleges, including our sister town college Catharine Parr Traill;
4. Request that the master establish a college planning committee, with representation from faculty, students, and staff, to help develop planning ideas for the college's future; and,
5. Call for, and want to participate in, a renewed university planning process, one that is cooperative in spirit, that takes due account of the interplay between academic/educational issues and ones of physical development, and in which all reasonable options for Trent's development can be fairly and thoughtfully considered.

Le gouvernement affiche un surplus record mais choisit de réduire la dette

LE ministre des Finances Paul Martin a annoncé que son gouvernement afficherait un excédent budgétaire inattendu de 12,3 milliards de dollars pour l'exercice financier 1999-2000. Toute cette abondance, cependant, servira à réduire la dette fédérale.

Les personnes estimant qu'il vaudrait mieux dépenser ce surplus dans les programmes sociaux, lesquels ont supporté le gros des mesures austères de réduction du déficit des années 1990, ont immédiatement critiqué cette manne-surprise.

« Le gouvernement fédéral nage littéralement dans l'opulence », a déclaré Tom Booth, président de l'ACPPU. « Le vieil argument selon lequel nous ne pouvons nous permettre de dépenser des fonds publics au titre de l'éducation, des soins de santé ou des programmes de lutte contre la pauvreté ne tient plus. »

Il a fait remarquer que le gouvernement affichait déjà un surplus de 11,4 milliards de dollars pour le premier trimestre du présent exercice financier, indiquant ainsi que le surplus pourrait atteindre de 20 à 30 milliards de dollars cette année.

Lors d'une conférence de presse à Ottawa, le ministre Martin a déclaré qu'une croissance économique plus forte que prévu et une hausse presque nulle des dépenses de programmes ont entraîné un surplus bien supérieur aux prévisions d'un budget équilibré pour 1999-2000.

M. Booth a toutefois ajouté que M. Martin avait délibérément adopté des prévisions budgétaires très conservatrices afin de dissimuler l'ampleur réelle du surplus fédéral. « Paul Martin dépasse constamment ses prévisions de plusieurs millions. En adoptant des mesures trop conservatrices, il peut prétendre que le gouvernement dispose de peu d'argent pour réinvestir dans l'éducation et d'autres programmes. Puis, d'année en année, il se retrouve avec un surplus plus élevé qui est aussitôt appliqué à la dette, une dette réduite à la dérobée. »

M. Booth a également signalé que, dans leur soi-disant programme équilibré annoncé pendant la campagne électorale fédérale de 1997, les Libéraux avaient promis d'affecter la moitié de l'excédent budgétaire aux dépenses sociales et l'autre moitié à la réduction de l'impôt et de la dette.

Enfin, M. Booth a fortement recommandé au ministre des Finances de consacrer une plus large portion du surplus prévu de cette année à la réduction du déficit social croissant provoqué par les compressions que le gouvernement fédéral a exercées sur la santé, l'éducation et l'aide au revenu. ■

Traduit de l'article « Federal Government Posts Record Surplus ».

The War of the Wages

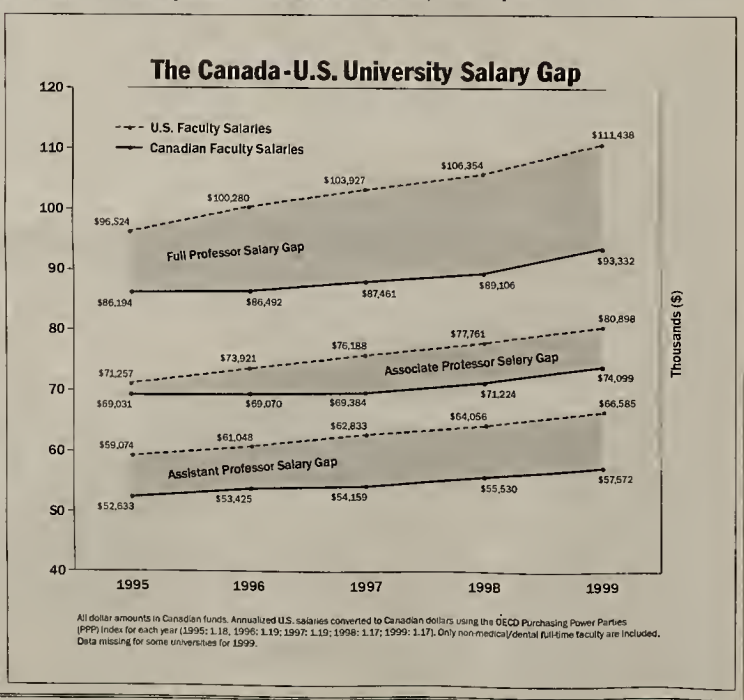
CANADIAN faculty members are closing the wage race with their American counterparts. In 1995, full-time university teachers in Canada earned about 4 per cent less than all full-time teachers in the United States. By 1999, the difference in average salary had increased to 10 per cent.

The gap varies by rank, with full professors and assistant professors worse off than associates. Between 1995 and 1999 the wage difference for full professors widened by 7.4 percentage points. In 1999, the average Canadian full professor was 54 years old and earned 19.4 per cent or $18,106 less than a full professor in the U.S.

Assistant professors are in the early stages of a teaching career, and on average are 40 years old in Canada. They earned 12.2 per cent less than assistant professors in the U.S. in 1995 and 15.7 per cent less in 1999. Although associate professors are not as "badly off" compared to the other ranks, the 9.2 per cent wage gap in 1999 is six percentage points higher than in 1995.

In the coming decade a significant number of university teachers will retire. More than half of full-time Canadian faculty members are 50 years old or older, with nearly one-third over the age of 55. In addition, a larger faculty body will be needed to meet the anticipated growth in the number of students entering universities over the next 15 years.

As universities face the challenges of replacing and expanding their current faculty cohort, they will encounter difficulties in competition with their better funded and better paying American counterparts. ■



Contentville Controversy

☞ From PAGE A2

at between $30 and $60 U.S. without their consent on the e-commerce site of Contentville.com, an American company owned in part by NBC, CBS and Microsoft Corporation.

Representatives of the library were unaware that Canadian titles were being sold on the site, but after further investigation it was discovered that UMI Dissertations Publishing, the contractor hired to process, catalogue and make available theses and dissertations, had in turn subcontracted the use of these titles to Contentville.

Balatti said the library's agreement with UMI does give Contentville the legal right to reproduce graduate student work because all masters and PhD students must sign a non-exclusive licensing agreement which grants the National Library and UMI the right to "reproduce, loan, distribute or sell copies of my thesis in microform, paper or electronic formats."

"We may need to do a better job of informing students about the implications of the non-exclusive agreement, because they may not have understood the contract they signed," Balatti said.

However, authors say that although they were happy to sign over rights to the library, they never intended their scholarly work to be sold for a profit on an American web site.

Following a storm of protest over the summer, the library agreed to consult with CAUT and other groups to find a resolution to the situation. ■

Real Curriculum Needed to Supplant the Corporate Campus

The Knowledge Factory: Dismantling the Corporate University & Creating True Higher Learning

Stanley Aronowitz. Boston: Beacon Press, 2000; 217 pp; cloth $26 us.

By ESTER REITER

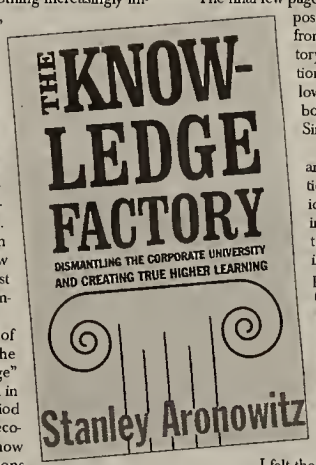
As I write this review The Globe and Mail's John Ibbitson reports on the Ontario government's new initiative, the "Investing in Students Task Force." The article reports Premier Mike Harris' views that universities, particularly those which devote themselves to unproductive programs in the humanities and social sciences are "wastefully blind to market forces." Funding is being directed to schools which comply with the government's goals of establishing joint degree-diplomas that heavily emphasize market-competitive skills.

The arguments Aronowitz puts forward are unfortunately all too familiar to academics in Canada. Universities in the United States, as he describes them, are "educational bureaucracies that might justify their collective existence." (p.123) The process of universities becoming handmaidens to corporate interests in research, as well as in what is taught students is not news to our ears. Neither is the description of the erosion of working conditions in the universities.

The U.S. in this respect is more "advanced" than Canada. With far fewer universities unionized, the working conditions of faculty at second- and third-rung universities make it very difficult to create an atmosphere in which learning can occur. Without a process supported by collective bargaining, there are no controls on the arbitrariness of the system.

Aronowitz argues that "there is little that would qualify as higher learning in the United States." This he defines as critical exposure to the "legacy of Western Intellectual culture and to those of the Southern hemisphere." He distinguishes between learning, education and training. Education he calls the process of adapting to the prevailing social order with its values and beliefs; training as acquiring a particular set of skills. Real learning, he says, is synonymous with "the process by which a student is motivated to participate in, even challenge, established intellectual authority." (p.143)

A college education is becoming increasingly important and, Aronowitz tells us, a necessary, if not sufficient condition for the acquisition of cultural capital. The consequences of not acquiring this are grave if students hope to have any success in the job market. What needs to be learned, however, is not what one might think. As the author describes it: "From their [the employer's] perspective, the B.A. signifies that the candidate can tolerate boredom, and knows how to follow rules, probably the most important lesson in post-secondary education." (p.10)



Aronowitz's description is of a curriculum governed by "the production of useful knowledge" – a knowledge machine, which in the early post World War II period was an adjunct to the military economy of the Cold War and is now geared to assisting corporations through research and patent connections with private sector companies. (p. 44)

He describes how governance of the university itself has changed, with universities pressured to adopt the corporate hierarchical structures necessary for rapid decision making without the annoyance of faculty recalcitrance. He outlines the attack on tenure and criticizes the tenure process itself which stacks the cards heavily against candidates who are not part of the "old boys club," white mainstream researchers with the appropriate political skills. He also describes the intensification of academic work itself as professors are required to teach larger classes and supervise more students.

Faculty are becoming increasingly proletarianized as the old intellectual culture of the sciences, humanities and the arts is supplanted by the pressure to direct scholarship and research to the pots of gold in research grants. Students and parents, panicked by the downsizing and the contraction of opportunities for well paid, full-time jobs join the corporate clamour for an emphasis on "useful" knowledge which will provide job readiness. Thus, the older notion of a liberal arts university which will provide a general background for students is lost.

What would Aronowitz like to see? His university as a site for learning involves a curriculum which returns to the classics, but is not quite synonymous with what conservative critics of the university such as Alan Bloom in *The Closing of the American Mind* have in mind. For Bloom, the thinkers within the last two centuries such as Marx, Freud, Nietzsche and Heidegger who questioned eternal "values" and reason lead us to our current state of intellectual disarray. Aronowitz's vision is guided by John Dewey's concept of "education for democracy and democracy in education" (p.162), a place where students grapple with and challenge received wisdom from earlier periods and other civilizations. He acknowledges this "seems beyond a possibility" for the time being. With the transformation of a community of scholars to a collection of individual entrepreneurs or employees of an enclosed bureaucracy, faculty prerogatives to academic government have become quite limited, with the resulting dilution of curriculum.

After this proviso on the relationship between governance structures and what is taught, Aronowitz spells out in some detail what his ideal curriculum would look like. His approach concentrates on the study of four key knowledge domains: history, literature, science and philosophy. All domains would be drawn upon to explore specific historical periods to examine how each sphere influences and is influenced by the others as well as to discover relationships with other cultures and contexts. He concludes the book with a list of current exceptions to his critique of what is now being produced in the universities and mentions scholars who have critically looked at science and technology as they are embedded within a social and cultural context.

The final few pages are a detailed curriculum proposal that is fairly wide-ranging from Hegel's Philosophy of History to Aristotle's Physics, selections from the Koran, Dante, Marlowe, Shakespeare, Descartes, Dubois and for a little feminist input, Simone de Beauvoir.

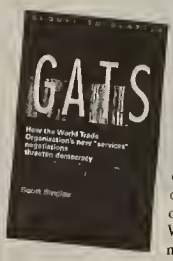
The critique is wide-ranging and makes important connections between politics, economics, history and curriculum offerings. He spells out in some detail what a rigorous curriculum involves and explains how it is possible to engage students in teaching this material. In making this his conclusion however, the main theme of the book gets lost, which is *dismantling the corporate university and creating true higher learning* as the subtitle promises.

Aronowitz has a compelling way with words. Although I felt the end was not the strongest part of the book, presenting his vision rather than just a critique of what currently exists and reminding us of what we need to do to get there is worthwhile.

As I sit in faculty meetings amidst what sometimes feels like a tidal wave transforming the university into a place for profit, for corporate training, for seducing corporate donors into buying yet another piece of it, I reflect on what Aronowitz has to say. At the moment it seems the struggle to remember just what "true higher learning" is, and to keep alive the possibility that the university will one day see that as an important goal is itself a full-time project. ■

Ester Reiter is associate professor of social science and women's studies at York University.

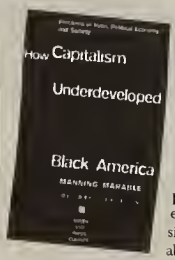
Quick Reviews



GATS: How the WTO's New 'Services' Negotiations Threaten Democracy

Scott Sinclair. Ottawa: Canadian Centre for Policy Alternatives, 2000; 135 pp; paper $19.95 ca.

Negotiations now underway in Geneva are designed to subject an ever-greater range of democratic policy-making decisions to oversight – and possible overturning – by the World Trade Organization (WTO). These negotiations behind closed doors are expanding the General Agreement on Trade in Services (GATS). The ultimate goal is to commercialize every service sector in every WTO country – including essential services such as health care, education, and drinking water.This book exposes the WTO's secretive "services" agreement to the light of public scrutiny. Meticulously researched, it explains the meaning and intent of technical and arcane treaty clauses in understandable terms. This makes it an essential resource, not only for researchers, academics, policy-makers, and activists, but for anyone concerned about the impact of globalization in their community and country.



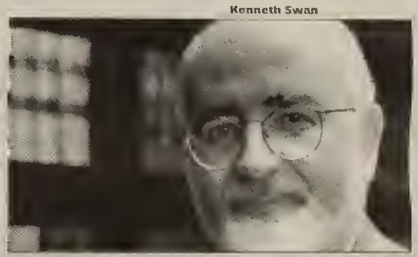
How Capitalism Underdeveloped Black America, Updated ed.

Manning Marable. Cambridge, MA: South End Press, 2000; 353 pp; paper $22 us.

How Capitalism Underdeveloped Black America, a leading text for courses in African-American politics and history, has been central to the education of thousands of political activists since the 1980s. In this updated edition, Marable examines developments in the political economy of racism in the United States and assesses shifts in the American political terrain since the first edition was published.

Quick Reviews produced from information supplied by publishers.

Kenneth Swan



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Building a Middle Dike at Acadia

To the surprise of both sides, the Acadia University Faculty Association (AUFA) and the Acadia University Board of Governors managed to reach a tenth collective agreement over the summer without a strike vote, conciliation, and a strike.

"The membership was fully set to go out if necessary," said Jim Sacouman, AUFA's chief negotiator. "We had our own sizeable strike fund to supplement the CAUT strike fund."

He said the board's opening proposals were sometimes reasonable and "when they were not, they dropped them." In defending AUFA's proposals he said they were intended "to use a local Acadian image, to build upon the strictly defensive upper dike of the ninth collective agreement by gaining ground towards ensuring that Acadia be a good place at which to teach and do research."

Significant gains in the new agreement incorporate the re-establishment of a complement number for professors, establishing a complement number for librarians, and greater incorporation of librarians into faculty. The three-year agreement, which was ratified Aug. 11, provides for wage increases of more than 25 per cent for assistant and associate professors in their first 10 years of active service, extra money for part-timers, and "average gains for the rest of us," Sacouman said. As part of the monetary package, first sabbaticals will now be at 100 per cent and increased health benefits include a dental plan that takes effect in year two.

In addition, new language will allow course reductions for new tenure stream faculty, a career path for instructors and, as Sacouman calls it, "proper" vacation pay for these employees. The agreement also provides language facilitating the process of selecting Canada Research Chairs and other externally created positions.

In a major step forward, faculty now have an intellectual property clause that enshrines the rights of creators to ownership of intellectual property.

Acadia students and alumni continue to be in alliance with faculty to fight the board's attempt to decrease public representation on the board and reduce the power of the board vis-à-vis the administration. The alumni association has recently launched a major suit against the board for appropriating its money.

"The middle dike is not yet complete but the work continues," said Sacouman. ■

Acadia settlement details provided by Jim Sacouman, Chief Negotiator, Acadia University Faculty Association.

Knowledge House Could Be a House of Horrors

☞ From PAGE A3

would not come to our university. So we lose nothing, because they would not take our first-year classes at any rate.

But there is nothing in the memorandum which talks about the sorts of students who will be enrolled. Might not a clever young person see this is an easy and cheap way to enter university? According to a Knowledge House presentation, students get a job along with their upgrading and first year of university, and guaranteed admission to second year at Dalhousie.

Is it likely Knowledge House will adopt some self-denying ordinance by which it would reject students who would be admissible to university under normal circumstances?

This agreement extends until Dec. 31, 2004, and cannot be terminated before that date unless either party is declared bankrupt or commits "a material breach" of the memorandum.

The Dalhousie Faculty Association will explore those aspects which fall within its jurisdiction. Most of the issues have to be addressed elsewhere, however, in faculties and in the senate. The Knowledge House agreement has to be reviewed carefully, meticulously, to ensure our academic standards, our intellectual property rights, our self-government, and our economic interests are all safeguarded. ■

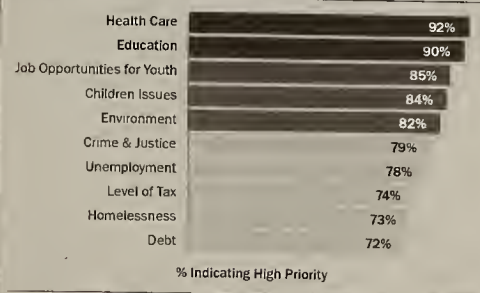
Michael S. Cross is president-elect of Dalhousie Faculty Association.

The views expressed are those of the author and not necessarily those of CAUT.

Health Care & Education Matter Most to Canadians

According to the results of a recent Ekos Research poll, 90 per cent of Canadians surveyed are in favour of the federal government placing a higher priority on education. Only two per cent more Canadians listed health care as the government's top priority. ■

Q | Thinking not just of today but also over the next five years, what priority should the federal government place on each of the following areas?



Réduction du financement public

La clientèle étudiante et les donateurs particuliers comblent en bonne partie le manque à gagner auquel font face les universités et les collèges en raison de la diminution constante du financement public, révèlent de récentes données.

D'après Statistique Canada, seulement 55,3 p. 100 des revenus provenaient de fonds publics l'année dernière, ce qui comprenait les subventions fédérales pour la recherche subventionnée. La différence provenait des droits de scolarité, de contrats avec le secteur privé, de dons de particuliers, de la vente de services universitaires, des intérêts et de sources diverses. En 1992, les universités ont tiré 67 p. 100 de tous leurs revenus de subventions et de contrats du gouvernement fédéral.

« Nous sommes présentement témoin de la privatisation progressive des universités », a fait remarquer Tom Booth, président de l'ACPPU.

Selon les données, le retrait du gouvernement du financement des universités en Nouvelle-Écosse et en Ontario est tel que plus de la moitié des revenus universitaires provient maintenant de sources non gouvernementales (53,4 p. 100 et 52,8 p. 100 respectivement).

Au troisième rang des statistiques financières, le Nouveau-Brunswick fait face à une baisse marquée des subventions gouvernementales, ce qui se traduit, pour les universités, par des revenus dont près de 47 p. 100 proviennent d'autres sources.

Par contraste, les revenus des universités du Québec se composent encore de 67,5 p. 100 de subventions fédérales et provinciales. Cependant, cette proportion a diminué depuis quelques années, alors qu'elle était de presque 73 p. 100 en 1992.

Dans les provinces de l'Ouest, le financement public se situait entre 67 p. 100 et 70 p. 100 en 1992, et a baissé de 56 p. 100 à 62 p. 100 en 1999.

M. Booth estime que les jeunes canadiens sont sans nul doute en train d'assumer la responsabilité financière de l'enseignement universitaire. À l'heure actuelle, les étudiants paient 2,5 milliards de dollars en droits de scolarité, ce qui représente plus de 20 p. 100 des revenus des universités.

Au Nouveau-Brunswick, les étudiants assument 28,5 p. 100, et 25,4 p. 100 en Ontario. Au Québec, les droits de scolarité demeurent peu élevés en raison d'une mesure provinciale. Leur proportion était de 13 p. 100 en 1999.

Les provinces de la Colombie-Britannique et de l'Alberta, notamment, ont adopté différents moyens pour compenser la perte de fonds publics. La Colombie-Britannique a tenté de freiner la hausse des droits de scolarité et compte davantage, plutôt, sur le financement privé, sur des ventes et sur d'autres sources. Les revenus des universités de la province proviennent des étudiants à 16,7 p., et de sources privées et autres à presque 27 p. 100. En Alberta, où les étudiants participent à 19,6 p.100 des revenus universitaires, environ 24 p. 100 proviennent de contrats privés et d'autres sources. Toutefois, l'Ontario est la province qui dépend le plus de contrats avec le secteur privé et de dons de particuliers, en proportion de 12 p. 100 de tous les revenus.

M. Booth ajoute que ces récentes statistiques montrent que les gouvernements doivent sérieusement réinvestir dans l'enseignement postsecondaire. « La situation financière des gouvernements fédéral et provinciaux s'améliorant, il n'y a plus aucune raison d'invoquer la pauvreté des deniers publics pour ne pas financer suffisamment les collèges et les universités », déclare-t-il. ■

Traduit de l'article « Public Financing Disappearing ».

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URBAN STUDIES
ACCOMMODATIONS

Correction

As reported in the September *Bulletin* ("University Tution Fees Increase Again," page A8), the Aug. 28, 2000 edition of *The Daily* stated that tuition fees at the University of Regina were frozen for the 2000/01 academic year. Subsequent data revisions show an increase in tuition fees at this university, bringing the average increase in undergraduate arts fees for universities in Saskatchewan to 7.7 per cent.

Answer to Homework!

From page A3. The radius is 1. The most elegant way to see this is to imagine that the triangle is slid down the vertical sides of the square until its base rests on the base QR of the square. Its apex P slides 1 unit down to a point which is distant 1 unit from the vertices Q and R; this point is the centre of a circle of radius 1 that contains P, Q and R.

ABORIGINAL FOCUS

THE UNIVERSITY OF MANITOBA — Program Oliector, Aboriginal Focus Programs, Continuing Education Division. The Continuing Education Division of The University of Manitoba invites applications for a Program Director in the Aboriginal Focus Programs area. This programming area offers a full range of certificate, diploma and degree programs. Applicants will be expected to have a graduate degree and a background in the development and management of adult education programs to meet the needs of Aboriginal communities and organizations. Applicants must have sound knowledge of Aboriginal world views, cultural imperatives, development goals and issues, and perspectives on post-secondary education. The successful candidate should have highly developed interpersonal, negotiating and planning skills, and experience in adult education. The ability to speak an Aboriginal language would be an asset and Aboriginal people are particularly encouraged to apply. Responsibilities of the position include directing a number of off-campus and community-based programs, and taking a lead role in developing and administering accessible, relevant programs for Aboriginal people in co-operation with Aboriginal stakeholders, faculties and other units of the University. The incumbent may also be expected to teach in one or more of the Aboriginal Focus programs. Travel (rural, northern and inter-provincial) will be involved in this position. This is a three-year term position at the Instructor 1 level. Salary and rank are commensuraite with experience and qualifications. The current salary range is $33,032.00 – $52,533.00. Applications will be received until October 31, 2000, and the appointment will begin as soon as possible following that date. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a curriculum vitae and the names of three references to: Rainey Gaywish, Area Director, Aboriginal Focus Programs, 158 Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba R3T 2N2; Fax: (204) 474-7660, Email: Rainey_Gaywish@umanitoba.ca

ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in Actuarial Science at the Assistant or Associate Professor level. Applicants must have a PhD with research in an area of the mathematical or statistical sciences, and interests closely related to actuarial science, professional actuarial qualifications and experience are an asset. Department interests in Actuarial Science cover a wide range of topics in statistical and probabilistic modelling in insurance, risk theory and stochastic models in finance. Applicants must have proven ability in or potential for research, and good teaching and communication skills. Duties include undergraduate and graduate teaching, and development of an independent research program; the appointee will also be expected to acquire actuarial qualifications to the level of ASA or equivalent. Salary commensuiate with qualifications and experience. This appointment is subject to the availability of funds. The effective date is expected to be September 1, 2001 or later. The closing date for applications is January 31, 2001. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M. E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Canadians and Permanent Residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities

AMERICAN STUDIES

UNIVERSITY OF TORONTO — Bissell-Heyd-Associates Chair in American Studies. The Faculty of Arts and Science of the University of Toronto invites applications and nominations for the Bissell-Heyd-Associates Chair in American Studies. This is a senior academic appointment to an endowed Chair. The University is seeking an internationally recognized scholar of modern America who possesses an outstanding publication record, commitment to teaching and strong leadership skills. The Bissell-Heyd-Associates Chair will provide dedicated and dynamic leadership in American Studies, especially in helping to build the recently-established Centre for the Study of the United States. The Chair will strengthen undergraduate and graduate education, especially in contributing to the Faculty's multidisciplinary undergraduate program in American Studies. The Chair will be expected to bring together scholars from diverse disciplinary backgrounds whose common goal is to deepen research and teaching on the United States. The Chair will be expected to disseminate his or her research to the larger university and extra-university community through public lectures, seminars and roundtable discussions, as well as through conventional outlets for scholarly publications. The Bissell-Heyd-Associates Chair in American Studies is a tenured appointment with the Faculty of Arts and Science in one of the departments of Economics, Geography, History or Political Science. Applicants should ask three referees to send a letter of recommendation under separate cover to the address below by the deadline. Applicants should also send a curriculum vitae, teaching dossier and a statement outlining current and future research interests to: Professor Robert Vipond, Professor and Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, M5S 3G3, Canada. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. Closing date for applications is Monday, October 16, 2000

ANIMAL & POULTRY SCIENCE

UNIVERSITY OF GUELPH — The Department of Animal and Poultry Science is seeking applicants for a tenure-track Assistant Professor position in Fish Nutrition. Candidates must have a PhD or equivalent degree, research experience in fish nutrition, a strong interest in fish culture for fisheries management and aquaculture in Ontario, and be able to provide nutrition research extension to support the Ontario Ministry of Natural Resources (OMNR) fish culture stations. The incumbent will be responsible for developing a vigorious research program and one of the selection criteria for the position will be the potential to teach across Departmental programs at the undergraduate and graduate levels. The Department of Animal and Poultry Science has excellent computer and laboratory facilities, access to extensive animal holding facilities, and close ties with industry. For up to the first 8 years, salary and operating funds for this position will be provided by the OMNR. The position will be available January 1, 2001. Applicants should submit a statement of interest in the position, a full resume and the names of three persons who may be contacted for references by November 13, 2000, to Dr. Jim Atkinson, Acting Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1, e-mail: jatkinson@aps.uoguelph.ca, website: http://www.aps.uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval

ANTHROPOLOGY

UNIVERSITY OF CALGARY / UNIVERSITY OF BRITISH COLUMBIA — Two Postdoctoral Positions: Anthropology/ Social Studies of Science and Medicine. Financing the Pipe: Cultural Meanings of Disease in the Life History of Pharmaceuticals. This SSHRC funded study explores the moral basis of profit when disease is defined as a market opportunity. The major research project is multi-sited from the laboratory bench where molecules begin to become medicine, to Wall Street where venture capital is obtained for drug developments, to the clinical setting where the drug is tested, to Health Canada regulators where decisions are made as to safety, efficacy and regulation, and finally to the public. Our research team includes medical and corporate anthropologists, a bioethicist and a lawyer. This two year postdoctoral position will be awarded to an individual with the proven skills and training required to conduct ethnographic research. A specialization in medical anthropology, medical sociology, or social studies of science would be an asset. It is expected that the project will focus on actor-networks of clinical and scientific expert cultures in a medical school laboratory or clinical drug-trial setting. Specifics are negotiable as determined by the expertise and interests of the successful applicant. Further details are available on the project website: http://www.ethics.ubc.ca/genethgrp/pipe/. The locations will be in Vancouver at the University of British Columbia and in Calgary at the University of Calgary and are expected to start January 2001 (negotiable). Where suitable, these positions may include a joint appointment with the corresponding Faculty of Medicine. These are complementary positions and there is an expectation of close collaboration between the two universities and the Institute for Health Law at the University of Alberta. The salary is $32,000 plus an allowance for conference travel and research expenses. Candidates should send: (1) a curriculum vitae, (2) a statement of short- and long-term career goals that includes selection of mentor(s) or identification of ongoing research topics/projects of primary interest; (3) 3 letters of recommendation; (4) writing samples; and (5) graduate school transcripts. Materials for the Vancouver position are to be submitted by October 31, 2000 to: Dr. Janice Graham, Department of Anthropology & Sociology, University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C. V6T 1Z1, Email: jgraham@interchange.ubc.ca. Materials for the Calgary position are to be submitted by October 31, 2000 to: Dr. Usher Fleising, Department of Anthropology, University of Calgary, 2500 University Drive NW, Calgary AB, T2N 1N4, Email: fleising@ucalgary.ca. If applying for either position please send material to both of the above. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Anthropology. Two Assistant Professors: probationary (tenure-track) beginning 1 July 2001, subject to budgetary approval. A PhD is required, with a strong research and publication record in sociocultural anthropology and a demonstrated commitment to teaching. The positions are topically open, but preference is for candidates with fieldwork-based research outside Canada, the US and South Asia. Preference may also be given to candidates with competence in

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In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. In keeping with Saint Mary's University's Employment Equity Progam, applications are encouraged from qualified visible minorities, aboriginal people, and people with disabilities.

The term of appointment is for six years and the new Vice-President, Academic and Research is to take office effective January 1, 2001, or as soon thereafter as possible. All inquiries regarding this position will be treated in strict confidence and should be directed to the Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, Ontario, L8P 1H1. Email: resumes@landmarkconsulting.org.

LANDMARK

For more information on Saint Mary's University, visit www.stmarys.ca.

a) applied, economics, urban, methods (including computer applications in anthropology); b) medical, kinship, reproductive technologies; c) a cultural orientation to symbolism, ritual, religion or ecology; d) contemporary or historical theory; e) ethnic/racial difference, visual anthropology, cultural studies, public culture. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Hilary Rodrigues, Chair, Department of Anthropology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone (403) 329-2598, Fax (403) 329-5109, or E-mail: rodrigues@uleth.ca. The closing date for applications is December 29, 2000.

MCGILL UNIVERSITY — The Department of Anthropology, McGill University, seeks qualified applicants for an entry level tenure-track appointment in the field of Medical Anthropology, to begin September 1, 2001. Preference will be given to anthropologists specializing in medical issues in developing countries, which may include indigenous medical systems. Applicants should have the PhD in hand, a commitment to continuing ethnographic research, as well as a proven track record in publication and teaching. Knowledge of French is also an asset. Applicants should send 2 copies of each C.V.; letter describing research and teaching experience; recent offprints, articles in press, or a thesis summary; names of 3 referees (with phone, fax, and email connections). Application deadline: February 1, 2001. As required by immigration law, this ad is directed in the first instance to citizens and permanent residents of Canada. McGill is committed to equal opportunity in employment. Applications and enquiries should be sent to: Prof. Michael S. Bisson, Chair, Department of Anthropology, McGill University, 855 Sherbrooke St. West, Montreal, QC, Canada H3A 2T7 E-mail: mbisso@po-box.mcgill.ca

UNIVERSITY OF TORONTO, Department of Anthropology, St. George Campus, is searching for a tenure-stream assistant professor, beginning July 1, 2001. Specialization in Asia-Pacific (East or Southeast Asia) Preferences will be given to candidates working in one or more of the following topics: work, political ecology, and transnationalism. Must have PhD completed by starting date, plus evidence of teaching excellence and a strong research program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. The deadline for applications is December 15, 2000. Applications should include a Curriculum Vitae and teaching portfolio or dossier. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Professor Hy Luong, Chair, Department of Anthropology, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 3G3, Fax (416) 978-3217; Internet: vanluong@chass.utoronto.ca.

APPLIED HUMAN SCIENCES

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has one tenure-track position available in the area of Human Systems Development. Please see our full-page display ad in this issue.

APPLIED LINGUISTICS

CONCORDIA UNIVERSITY — Teaching English as a Second Language. Concordia University, Faculty of Arts & Science, has up to two tenure-track positions in the field of applied linguistics. Please see our full-page display ad in this issue.

APPLIED MATHEMATICS

UNIVERSITY OF WATERLOO — Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of Control Theory, to begin on or after July 1, 2001. Applicants will normally have at least two years' postdoctoral experience by the time of the appointment. In addition, applicants should show evidence of outstanding ability in both research and teaching, should have a strong mathematical background and an active interest in applications of these discipline in science or engineering. The successful applicant will be expected to conduct research, supervise graduate students, teach courses relating to their area of specialization, and teach mathematics courses to mathematics, computer science, engineering and science majors. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae and arrange for three letters of recommendation to be sent to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is February 15, 2001. Applications received after this date will be considered only if the positions have not been filled. The Department of Applied Mathematics is one of five Departments in the Faculty of Mathematics at the University of Waterloo. The Department members have interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electioacoustics, Fluid Mechanics, Oidinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from our web-page at www.math.uwaterloo.ca/AM_Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics, University of Waterloo, Ontario, Canada, in the area of Mathematical Physics, to begin on or after July 1, 2001. Applicants will normally have at least two years' postdoctoral experience by the time of the appointment. In addition, applicants should show evidence of outstanding ability in both research and teaching, should have a strong mathematical background and an active interest in applications of their discipline in science or engineering. We are particularly interested in candidates with broad interests in Quantum Theory and its applications. The successful applicant will be expected to conduct research, supervise graduate students, teach courses relating to their area of specialization, and teach mathematics courses to mathematics, computer science, engineering and science majors. Salary and rank, at the Assistant or Associate Professor level, will be commensurate with experience and research record. Applicants should send a curriculum vitae and arrange for three letters of recommendation to be sent to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is February 15, 2001. Applications received after this date will be considered only if the positions have not been filled. The Department of Applied Mathematics is one of five Departments in the Faculty of Mathematics at the University of Waterloo. The Department members have interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electioacoustics, Fluid Mechanics, Oidinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from our web-page at www.math.uwaterloo.ca/AM_Dept/homepage.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ART & CULTURE

SIMON FRASER UNIVERSITY — The School for the Contemporary Arts at Simon Fraser University invites applications for a tenure-track position, to be appointed at the Assistant Professor rank in the Art and Culture Studies Area of the School, beginning September 1, 2001. The School for the Contemporary Arts is an interdisciplinary department offering B.F.A.'s in Dance, Film, Music, Theatre, and Visual Art, a B.A. in Art and Culture Studies, and an interdisciplinary M.F.A. The Art and Culture Studies program offers interdisciplinary courses in contemporary issues, contemporary theory, and the social history of art and culture. Applicants for this position should have a strong record of research, or have demonstrated potential for such a record, in one or more of contemporary dance, film, music, theatre, or video. A PhD (in hand or near completion) and teaching experience is required. Expertise in Canadian art and culture, world intercultural relations, interdisciplinary research, communication studies, First Nations studies, or new media will be an asset. Maintaining a strong record of research and scholarly publication is a requirement for tenure and promotion at Simon Fraser University. The successful candidate will actively pursue their own research, be instrumental in developing our undergraduate program in Art and Culture Studies, design and teach large lecture classes in the contemporary arts to B.A. and B.F.A. students, and develop seminars for undergraduate or M.F.A. students. Committee work and graduate supervision are expected.

Deadline: November 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to budgetary approval. Applicants should send, no later than November 15, 2000, a curriculum vitae, and the names, addresses and phone numbers of three referees to: Owen Underhill, Director, School for the Contemporary Arts, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6, Canada; FAX (604) 291-5907.

ATMOSPHERIC SCIENCE

UNIVERSITY OF VICTORIA — Applications are invited for a tenure-track faculty position in the School of Earth and Ocean Sciences in atmospheric science (global climate dynamics, air-sea interaction, biogeochemical cycles, clouds and radiation). Hiring is expected to be at the Assistant Professor level, with a possibility for a junior Associate Professor position. Close interactions are fostered with nearby federal government laboratories of the Canadian Climate Centre and Institute of Ocean Sciences. SEOS has a commitment to research and teaching in all aspects of earth system science. Qualifications include the completion of a PhD and demonstrated strong research and teaching potential. Duties will include teaching at undergraduate and graduate levels. Letters of application, clearly outlining the candidate's expertise, teaching experience and research interests, along with a curriculum vitae and names, addresses, fax and email addresses of four referees should be sent by December 15, 2000 to: Dr. Ross Chapman, Acting Director, School of Earth and Ocean Sciences, University of Victoria, P.O. Box 3055, Victoria, B.C. V8W 3P6 (Fax: 250-721-6200). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. The University of Victoria is an equity employer and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. The University has excellent policies which support faculty with family obligations, including paid maternity/ parental leave and a generous pension plan. An eligible woman candidate would be encouraged to apply for an NSERC University Faculty Award. This position may be supported in part as a Research Scholar, Canadian Institute for Advanced Research. Visit our web page http://www.uvic.ca/seos.

SABBATICAL REPLACEMENT

EDUCATION PROGRAM

The Education Program seeks doctoral level candidates (completed doctorate preferred) for a one-year term sabbatical replacement. Suitable candidates should have specialization in the area of language education. Additional background in special education and/or curriculum & instruction would be an asset. Candidates will be expected to teach graduate level courses in the area of language development/disabilities and curriculum development, serve on thesis committees, and assist with the development of a new B. Ed program. Further, candidates should have an extensive background in recent classroom instruction, and registration (or eligibility for registration) with the British Columbia College of Teachers.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Poff, Vice President (Academic), University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300** Please direct inquiries to: **Dr. Paul Madok, Professor and Chair of the Education Program; Tel: (250) 960-6520. Fax: (250) 960-5536. Email: madakp@unbc.ca.**

Applications received before November 15, 2000 will receive full consideration, however, applications will be accepted until the position is filled. Anticipated starting date is January 4, 2001 with an ending date of December 30, 2001.

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

For more information, visit our Web site: **www.unbc.ca**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

The Canadian Association of University Teachers Announces the 33nd Annual

J.H. Stewart Reid Memorial Fellowship for 2001–2002 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first Executive Secretary of the Association.

Details:
- One fellowship in the amount of $5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Duration of one year

Application Closing Date:
April 30, 2001

The Fellowship recipient will be announced in July 2001. An announcement will also appear in a fall edition of the CAUT Bulletin.

Qualifications:
- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant status from April 30, 2000 or earlier.
- Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2001.
- A first class academic record in a graduate program.

For further information and application forms, write to:
Peggy Richer, Awards Officer, Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, Ontario K2B 8K2; richer@caut.ca
or visit our web site at stewartreid.caut.ca.

CAUT

Communication de l'Association canadienne des professeures et professeurs d'université

La 33e bourse annuelle J.H. Stewart Reid pour études doctorales 2001–2002

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association.

Critères :
- Une bourse d'études de 5 000 $
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- D'une durée d'un an

Date limite des demandes :
30 avril 2001

Le nom du lauréat ou de la lauréate sera annoncé en juillet 2001. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Conditions :
- Être inscrit dans un programme de doctorat dans une université canadienne.
- Être citoyen canadien ou résident canadien à titre d'immigrant reçu depuis le 30 avril 2000 ou avant.
- Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son projet de doctorat approuvé avant le 30 avril 2001.
- Avoir des notes scolaires excellentes dans un programme de 2e ou 3e cycle.

Renseignements et formulaires de demande :
Peggy Richer, agente des bourses, Association canadienne des professeures et professeurs d'université, 2675, prom. Queensview, Ottawa ON K2B 8K2; richer@caut.ca ou visiter notre site : stewartreid.caut.ca.

ACPPU

UNIVERSITY OF CALGARY

DAVID E. MITCHELL/ALBERTA ENERGY COMPANY PROFESSORSHIP IN MANAGEMENT *(Strategy)*

On the edge and leading the way.
The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The Faculty of Management is seeking a distinguished scholar from industry or academia, with an international reputation commensurate with an appointment to the new **David E. Mitchell/Alberta Energy Company Professorship in Management *(Strategy)***. The Professorship is supported by funding from the Faculty's *Delivering Results Campaign.*

Candidates must have a PhD degree, and an outstanding research record in strategic management that complements the area's current members. The candidate must have a high motivation for undergraduate and graduate training.

The position will commence July 1, 2001. The initial term of the Professorship is five years, renewable after appropriate review.

The Faculty of Management at the University of Calgary is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. Founded in 1967, the Faculty of Management is one of only seven Canadian business schools to gain accreditation from the AACSB – the International Association for Management Education.

Applicants should send a curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent **by November 30, 2000**, to:

David M. Saunders, PhD
Dean, Faculty of Management, University of Calgary
2500 University Drive N.W., Calgary, AB Canada T2N 1N4
Fax: (403) 284-7922 E-mail: dsaunders@mgmt.ucalgary.ca

For more information: www.ucalgary.ca/mg/postings

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

Concordia University's Faculty of Arts and Science

A Brilliant Choice

Since 1997, our Faculty of Arts and Science has hired more than 75 tenure-track professors, marking the biggest rebuilding of our professorial ranks in a generation. We plan to hire another 50 professors over the next three years, including up to 25 for 2001-02. We invite you to join our dynamic Faculty.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for one tenure-track position in the field of human systems development. The ideal candidate should be a specialist in large systems change (public/private organizations and/or communities) and process consultation, and must be able to teach at the graduate and undergraduate levels. Applicants must have a PhD in a relevant social science profession, professional training in human systems development, human relations and group process facilitation, solid experience as an external or internal consultant to large systems, and skill in small group-based training. This position also requires expertise in conducting applied, intervention-related research. Bilingualism is desirable.

Dr. Randy Swedburg
Chair, Department of Applied Human Sciences
stred@vax2.concordia.ca

BIOLOGY

Our Department of Biology invites applications for up to two tenure-track positions, one in the field of cell and molecular biology and the other in ecology and organismal biology. Candidates will be expected to teach at the undergraduate level, supervise graduate students and develop a strong, externally-funded research program. Applicants must have a PhD and postdoctoral experience. Preference will be given to candidates whose research complements departmental strengths.

Dr. Claire Cupples
Chair, Department of Biology
claire@vax2.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for up to five tenure-track positions. We are seeking candidates in Organic, Analytical, Biophysical (with interest in Genomics), and Physical Chemistry, whose research interests will complement those of the present faculty. Applicants must have a PhD and postdoctoral experience. Candidates will be expected to establish an active research program and teach at the undergraduate and graduate levels. A detailed research proposal with start-up requirements should be sent along with the application.

Dr. M.F. Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to two tenure-track positions, one in the field of Media Policy Studies and the other in the field of Participatory Action Research in Communication. Applicants should have a PhD in Communication Studies or in a cognate field, as well as related teaching experience and research expertise. A working knowledge of French is required for participation in our Inter-university doctoral program. Candidates will be expected to teach and supervise students at the undergraduate and graduate levels.

Dr. Lorna Roth
Acting Chair, Department of Communication Studies
roth@microtec.net

ECONOMICS

Our Department of Economics invites applications for up to two tenure-track positions in one or more of the following areas: Econometrics; Labour; Development; Macroeconomics; International; and Financial Economics. Applicants must have a completed, or near-completed, PhD. Candidates will be expected to teach at the graduate and undergraduate levels and must be committed to research.

Dr. Ian Irvine
Chair, Department of Economics
irvinei@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for one tenure-track position for its undergraduate program in Information Studies. Applicants must possess a PhD in Information Studies, Instructional Technology or equivalent and should have expertise in information management and its associated technologies, including database systems for information management, object oriented programming and networks, information acquisition, information policy and current issues surrounding the role of information and education in a global, knowledge-based society. The position requires a dynamic educator who is committed to ensuring the success of this new program. A working knowledge of French is an asset.

Dr. Richard Schmid
Chair, Department of Education
schmid@vax2.concordia.ca

ENGLISH

Our Department of English invites applications for one tenure-track position in American Literature. The successful candidate will be expected to teach at the graduate and undergraduate levels, and to supervise graduate theses. We also expect an active and productive commitment to scholarship. Applicants must have a completed or soon-to-be-completed PhD. Teaching experience is an asset. Applications should include a writing sample, transcript, and teaching evaluations, if available.

Prof. Terence Byrnes
Chair, Department of English
byrnes@alcor.concordia.ca

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to two tenure-track positions, one in the field of Athletic Therapy and the other in the area of Physical Fitness Assessment and Exercise Intervention. Applicants for both positions should have a PhD in Exercise Science or a related field and be able to develop a research theme and acquire funding. Applicants who are interested in the athletic therapy position must possess national certification and teaching experience in one or more of the following areas: anatomy, modalities, assessment and rehabilitation of the upper and lower quadrant, and strength and conditioning. Applicants interested in the fitness assessment and exercise intervention position should have demonstrated teaching experience in the following areas: principles of physical fitness, fitness assessment techniques and interventions, nutrition in sport and physical activity.

Dr William R. Sellers
Chair, Department of Exercise Science
bsell@vax2.concordia.ca

HISTORY

Our Department of History invites applications for one tenure-track position in the field of African History (South of the Sahara), with preferably, but not necessarily, a second background in Asian History. Applicants must have a PhD, some teaching experience and publications appropriate to an entry-level position. Working knowledge of French and an active interest in human rights or genocide studies will be regarded as an asset.

Dr. Stephen Scheinberg
Chair, Department of History
drsteve@alcor.concordia.ca

LIBERAL ARTS

Our Liberal Arts College invites applications for one tenure-track position in its multi-disciplinary Great Books core curriculum. The candidate will teach in our "Modes of Expression and Interpretation" seminars, which run across Antiquity to the present. These courses include materials in literature, philosophy, and religion, with an emphasis on the literary tradition. The ideal candidate, rooted in a discipline, must be competent to handle these seminars. Applicants must have a PhD, as well as experience in, and commitment to, this vision of education; and a record of publication.

Prof. Harvey Shulman
Principal, Liberal Arts College
shulhar@vax2.concordia.ca

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to two tenure-track positions in the field of Probability and Statistics. The first position is in Applied Probability, with strong preference to expertise in Reliability Theory, Queuing Theory, or Statistical Simulation. The second position is in Statistics, with strong preference to expertise in Multivariate Analysis, Time Series Analysis or Survival Analysis. Applicants should have a proven record of research, and familiarity with computational techniques, as well as a demonstrated interest in teaching both at the undergraduate and graduate levels.

Dr. Joel Hillel
Chair, Department of Mathematics and Statistics
jhillel@vax2.concordia.ca

PHILOSOPHY

Our Department of Philosophy invites applications for one tenure-track position for a candidate specializing in social-political philosophy, with a competence in 19th or 20th century continental philosophy. Applicants must have a PhD; prior experience in teaching and research is an asset.

Dr. Murray Clarke
Chair, Department of Philosophy
murc@vax2.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to four tenure-track positions, two in the field of Comparative Politics (Western Europe and Eastern Europe), one in the field of Public Policy and Public Administration, and one in the field of International Political Economy. Applicants should have a PhD and an active research program, and should be willing to teach at both the undergraduate and graduate levels.

Dr. Reeta Chowdhari Tremblay
Chair, Department of Political Science
reetact@vax2.concordia.ca

PSYCHOLOGY

Our Department of Psychology invites applications for up to three tenure-track positions in the area of clinical psychology. Applications are welcome from candidates in all areas of clinical psychology across the lifespan. Special consideration will be given to candidates with research interests in psychopathology, developmental psychopathology, health, prevention, program evaluation, personality, or the family, or whose research will add to either of our two associated research centres, the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Applicants must have a PhD degree, preferably from an APA- or CPA-accredited clinical program. Post-doctoral training and teaching experience are desirable. Applicants must have the ability to build and maintain a high-quality research program.

Dr. June Chaikelson
Chair, Department of Psychology
chaikel@vax2.concordia.ca

RELIGION

Our Department of Religion invites applications for one tenure-track position in the History of Christianity. Applicants should have particular expertise in the social and/or cultural history of Christianity, although the precise historical period of specialization (and relevant linguistic and methodological competence) is open. The candidate must be able to teach and guide graduate students in the area of women and Christianity, and be familiar with the comparative study of religions. Applicants should hold a PhD, have experience and skill in teaching, and be strongly committed to research.

Dr. Leslie Orr
Chair, Department of Religion
orr@vax2.concordia.ca

SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to three tenure-track positions. We are particularly interested in candidates with research and teaching strengths in one or more of the following areas: contemporary theory; social inclusion/exclusion; subjectivity and socialization; culture and representation; and social movements. We are also interested in developing our strength in visual sociology-anthropology and multimedia. Applicants should have a PhD and an active research program, and must be prepared to teach at both the undergraduate and graduate levels. A working knowledge of French is an asset.

Dr. Anthony Synnott
Chair, Department of Sociology and Anthropology
synnott@vax2.concordia.ca

SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for one tenure-track position in Spanish. Applicants must hold a PhD and have a demonstrated commitment to research in the area of Peninsular literature. Excellence in teaching and native or near-native fluency in Spanish and English are required; familiarity with Spanish philology and Computer Assisted Language Learning techniques will be assets.

Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

TEACHING ENGLISH AS A SECOND LANGUAGE

Our Centre for Teaching English as a Second Language invites applications for up to two tenure-track positions in the field of applied linguistics. The Centre is seeking colleagues who can teach successfully in both undergraduate and graduate programs and contribute to the academic administration of the Centre's programs. Applicants must have experience in teaching and research related to two or more of the following areas: bilingualism and sociolinguistics; English grammar (including pedagogical grammar); second language acquisition; language testing and assessment; new technologies in language teaching and learning; and research methods for applied linguistics. Applicants must also have a PhD, an excellent command of English, a high level of proficiency in French, and a record of publications, conference presentations, and/or research grants.

Dr. Patsy Lightbown
Chair, Centre for Teaching English as a Second Language
Lightbn@vax2.concordia.ca

THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one tenure-track position in the area of Ethics. This position will involve teaching at the undergraduate and graduate levels, thesis direction as well as leading graduate seminars in theological method (preferably with a background in Lonergan Studies). Applicants must have a PhD.

Dr. Pamela Bright
Chair, Department of Theological Studies
brightp@alcor.concordia.ca

URBAN STUDIES

Our Department of Geography invites applications for one tenure-track position in Urban Studies. Applicants must have a PhD in a field related to planning and be capable of developing a funded research program. The candidate will teach one laboratory course in urban analysis and design, and other courses in keeping with his/her interests. Professional and teaching experience along with a working knowledge of French will be considered assets.

Dr. Patricia Thornton
Chair, Department of Geography
thorpat@vax2.concordia.ca

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2001. Please forward all applications to the Department contact listed by November 15th, 2000. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests, and three letters of reference. *In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all applicants are welcome to apply. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.*

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science.
Telephone: (514) 848-2081; e-mail: msinger@vax2.concordia.ca

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8. Internet: http://artsandscience.concordia.ca

Concordia UNIVERSITY

Real education for the real world

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AUDIOLOGY

DALHOUSIE UNIVERSITY — School of Human Communication Disorders. Faculty Position in Audiology, Assistant or Associate Professor Applications are invited for a full-time probationary tenure track position in audiology at the assistant or associate professor level. The position requires expertise in hearing sciences Primary responsibilities include teaching graduate level courses, development of a program of on-going research, and supervision of student research. Potential exists for participation in an international audiology initiative. The appointment is for 12 months per year with no summer teaching duties Qualifications include completion of a doctorate degree. Previous teaching/research experience is an asset. Salary is competitive and will be commensurate with qualifications and experience. This appointment is subject to budgetary approval. Starting date is August 1, 2001 but may be negotiable. Applications will be reviewed beginning November 1, 2000 and will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from Aboriginal peoples, persons with a disability, racially visible persons and women Send letter of application, curriculum vitae, copies of recent publications, and three references to: Joy Armson, Ph D., School of Human Communication Disorders, Dalhousie University, 5599 Fenwick Street, PR Level, Halifax, N.S. B3H 1R2 Canada.

BIOCHEMISTRY/ MOLECULAR BIOLOGY

UNIVERSITY OF SASKATCHEWAN — Postdoctoral Fellow/Research Associate positions are available immediately to study in the area of lipid modification and calmodulin regulated systems. Applicants should have a PhD in area of Biochemistry or Molecular Biology as well as experience in protein purification, characterization, cloning and expression required. Knowledge and experience in the area of protein myristoylation, calmodulin, protein kinases and phosphodresterase preferred. Apply with updated curriculum vitae with three letters of recommendation to: Dr. R.K. Sharma, Department of Pathology, University of Saskatchewan, Saskatoon Cancer Centre, 20 Campus Drive, Saskatoon, Saskatchewan S7N 4H4, Fax (306) 655-2635

BIOCHEMISTRY

CARLETON UNIVERSITY — Institute of Biochemistry. Applications are invited for a full-time tenure-track position at the Assistant or Associate Professor level in the Institute of Biochemistry Candidates should have demonstrated research ability in the field of Biochemistry. Areas of particular interect include protein chemistry, enzyme structure and functron, toxicology, biosynthetic pathways and bioinformatics including the use of computational methods for estimations of structure-biological activity, proteomics and genomics. The successful candidate will be expected to build a strong research program, to be active in graduate student supervision, and to teach and develop courses at the graduate and senior undergraduate levels The Institute of Biochemistry has a strong expertise in environmental molecular biology, microbiology, membrane biochemistry, metabolic pathways, stress tolerance, toxicology, organic chemistry and computational methods. Collaborations with medical research facilities, the National Research Council as well as government department research institutes are common. Candidates must hold a doctoral degree. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The position is subject to budgetary approval. Applications, with a curriculum vitae and the names of three referees, should be sent to. Dr. Peter Burst, Director, Institute of Biochemistry, Carleton University, 1125 Colonel By Drive, Ottawa, ON, Canada K1S 5B6.

BIOLOGY

McMASTER UNIVERSITY — McMaster University, a research-intensive institution and leading centre for biological research and biomedical research invites applications for a contractually limited three-year appointment at the Assistant Professor level in the Department of Biology, effective January 1st or July 1st, 2001. Candidates must hold a PhD in Biology or a closely related field We are seeking applications from individuals with a broad expertise m Biology This is a teaching position and the successful applicant will be expected to teach first and second year courses in Biology including Cell Biology or Genetics. Applicants should provide a curriculum vitae, a statement of their teaching interests and experience and should arrange for 3 letters of recommendation to be sent to: Dr Turlough Finan, Professor and Chair, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1, Canada. The closing date for applications is November 1, 2000. Email and fax applications will not be accepted. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including members of visible minorities, aboriginal peoples, and persons with disabilities and women.

SAINT MARY'S UNIVERSITY — Department of Biology invites applicants for two tenure-track positions at the Assistant Professor level available July 01, 2001. A. Ecotoxicology: The successful applicant will be cross-appointed in both the Biology Department and the Environmental Studies program and will teach 2 half-credit courses per term in areas such as microbial ecology, physiology, environmental monitoring and environmental impact assessment. B Invertebrate Zoology: This appointment will be full-time in the Biology Department and the successful candidate will teach 2 half-credit courses such as protistology/microbiology, invertebrate diversity, entomology and courses in their specific area of expertise. Applicants must possess a PhD in biological or environmental science and provide evidence of potential excellence in research and teaching Postdoctoral experience is desirable and the individuals will be expected to develop vigorous externally-funded research programs. Saint Mary's University encourages applications from qualified women, aboriginal people, visible minorities and persons with disabilities In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The application should include the following: a CV, a proposal of research, and other relevant documentation. The applicants should arrange to have three letters of recommendation to be sent separately Applications and letters of recommendation should be sent to Dr. D.B Strongman, Chair, Biology Department, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, by Dec. 1, 2000.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to two tenure-track positions available —one in cell and molecular biology and the other in ecology and organismal biology. Please see our full-page display ad in this issue.

UNIVERSITY OF WINNIPEG — The Department of Biology, University of Winnipeg, invites applications for a tenure track position, at the rank of Assistant Professor. Candidates should have a PhD, preferably with postdoctoral experience, and a strong commitment to undergraduate teaching. The appointee will be expected to teach in the area of invertebrate zoology, including parasitology. While the University of Winnipeg is an undergraduate University, the successful candidate will be expected to develop a strong programme of research in his/her field of invertebrate zoology and make other contributions to our teaching programme. The Department of Biology offers a wide range of courses in the discipline, but has teaching and research strengths in the areas of ecology, cell biology and microbiology. The Department also participates in the University's Interdisciplinary Biochemistry, and Environmental Studies programmes and has a strong commitment to teaching and research in Forest Ecology. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Subject to budgetary approval, this position will commence on July 1st, 2001. Deadline for submission of applications is November 15th, 2000. Interested applicants should send a curriculum vitae and arrange for three letters of reference to be forwarded directly to Dr. Rod Boliman, Chair, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9. Tel. (204) 786-9862; Fax (204) 744-4134, e-mail r.boliman@uwinnipeg.ca.

UNIVERSITY OF VICTORIA — The Department of Biology invites applications for a full-time tenure-track position in Forest Biology Hiring is expected to be at the Assistant Professor level, with a possibility for a junior Associate Professor position. Applicants should have a strong background rn one or more of the following areas; plant molecular biology and genetics, biochemistry, growth and development, reproduction, and pathogens and disease. Applicants with outstanding records in other areas related to Forect Biology will be considered. The successful candidate will be a member of the Centre for Forect Biology, a research and graduate program whose primary focus is on plant biotechnology, development and regeneration. The Centre has 6 full-time faculty members. The appointee will be expected to develop a rigorous, independent research program, funded by external support. He/she also will be expected to participate in the research and teaching activities of the Centre for Forest Biology Starting date will be 1 July 2001. Qualifications include the completion of a PhD and demonstrated strong research and teaching potential Candidates with postdoctoral experience will be preferred. Letters of application, clearly outlining the candidates expertise, teaching experience and research interests, along with a curriculum vitae and names and contact information of at least three referees should be sent by December 15 2000 to: Dr. B Koop, Chair, Department of Biology, University of Victoria, P.O. Box 3020 STN CSC, Victoria BC V8W 3N5 Canada; Phone: 250-721-7091; Fax: 250-721-4493, e-mail: bkochair@uvic.ca, website, http://web.uvic.ca/biology/. The University of Victoria is an equity employer and encourages applicatrons from women, persons with disabilities, visible minorities and aboriginal peoples In accordance with Canadian immigration requirements, poarity will be given to Canadian citizens and permanent residents.

BIOPHYSICS

UNIVERSITY OF WATERLOO — The Department of Physics, University of Waterloo, invites applicants for a tenure-track position at the Assistant Professor level rn biophysics to begin rn September 2001 Candidates in all areas of biophysics and biomaterials will be considered. However, preference will be given to individuals whose research programs complement existing programs in protein structure and stability, dynamics of macromolecular systems, molecular modelling and biomembranes We encourage applications from all nationalities, and in exceptional cases appointment at a more senior level will be considered Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence in teaching. Salary range commensurate with qsalifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Matenals should be received by November 3, 2000 and addressed to Dr. J.R. Lepock, Biophysics Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel. (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA In accordance with Canadian immigration requirements, equally qualified Canadian citizens and permanent residents will be given first preference The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

BIOSTATISTICS

UNIVERSITY OF WATERLOO — Applications are invited for the position of post-doctoral fellow in biostatistics to be held in the Department of Statistics and Actuanal Science at the University of Waterloo This fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occurring over the life times of individuals or units. Such data may arise from observing complex processes in sestings such as medicine, manufacturing, sociology, demography, epidemiology, and public health. The types of problems motivating the research in this position arise in medicine. There will be contact and collaboration with health researchers in hospitals, research organizations, and the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multi-state models, and design for studies of complex disease processes Faculty in the department with interests in biostatistics include KS Brown, RJ Cook, JD Kalbfleisch, JF Lawless, DE Matthews, J O'Hara Hines, CA Struthers, ME Thompson, among others. Candidates must possess a recent Ph.D. in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical/scientific computing. Familiarity with clinical trials and epidemiology would be an asset. The initial appointment will be for one year with the possibility of renewal for a second year The deadline for applications is February 28, 2001. but the position may be filled earlier than that date Those interested are encouraged to send a curriculum vitae and have three letters of references sent to: Professor M.E. Thompson, Chair, Department of Statistics and Actuanal Science, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

BUSINESS & SOCIETY

YORK UNIVERSITY, Faculty of Arts, Division of Social Science invites applications for a tenure-stream appointment in Business and Society at the assistant professor level commencing 1 July 2001. The Division is mandated to provide undergraduate general educatron, as well as degrees through several interdisciplinary and multidisciplinary programs, one of which is Business and Society. Candidates must have a PhD or equivalent degree and must demonstrate a promise of excellence in research and publication, a strong competence in undergraduate teaching in both large and small-group settings, an ability to teach in interdisciplinary programs, and a potential to teach at the graduate level. They should have research interests in the interrelationship of economy, state, and society in Canada and its global context (political economy, public policy, business ethics, and so on) and an ability to direct interdisciplinary courses that explore business activities rn their social, economic, political, and cultural context for the Business and Society Program. Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publicatron, and to have three references send letters of reference to: Craig Heron, Chair, Division of Social Science, 5756 Ross Building, York University, 4700 Keele St. Toronto M3J 1P3; Telephone. (416) 736-5056; Fax: (416) 736-5574. Deadline: Friday 1 December 2000. For many years, York University has had a policy of employment equity including affirmative action for women faculty and Libranans. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify The Division of Social Science welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples The affirmative action program can be found on York's web site at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713 All appointments are subject to budgetary approval

BUSINESS

THE KING'S UNIVERSITY COLLEGE, a Christian liberal arts college offering 3 and 4 year B.A. and B.Sc. degrees and a 2-year, after-degree B.Ed., is inviting applications from women and men for a full-time, tenure-track vacancy in business. The successful candidate will be broadly trained, preferably have some practical exposure to business and be able to offer a range of courses in the field of business and entrepreneurship in a Christian liberal arts university college. These are the initial tenure-track appointments in a new, four-year Bachelor of Commerce program. The successful candidate will play a leading role in developing the program to generate a Christian approach to business that merges economic prosperity, social justice and environmental sustainability, and should be committed to a faith-based and interdisciplinary approach to education. The successful candidate must demonstrate graduate level course work in areas of teaching. A PhD in business or closely related field is preferred for tenure track appointment; MBA (or similar) degree will be given consideration If augmented by professional certification and business experience. Commitment to the College's Christian Statement of Faith. Starting date: July 1, 2001. Deadline: December 31, 2000 or when filled The King's University College is an equal opportunity employer, but in accordance with Canadian employment and Immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Qualified female and male candidates, including visible minorities are encouraged to apply Starting salary $38,000 and up (based on experience and qualifications) with generous benefit package Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to: Dr. S Keith Ward, Vice President Academic, The King's University College, 9125 50 St, Edmonton, AB, T6B 2H3; Tel: 780-465-8304 Fax: 780-465-3534, email: skward@kingsu.ab.ca Web: www.kingsu.ab.ca

WILFRID LAURIER UNIVERSITY — The School of Business and Economics at Wilfrid Laurier University invites applications for tenure-track positions in the Accounting, Marketing, Management and Organizational Behaviour, Operations and Decision Sciences, and Policy areas commencing July 1, 2001. Depend-

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McMaster University

Faculty Positions in Computing & Software

McMaster University, recognized as one of the most innovative universities in Canada, has a new department, Computing and Software, in the Faculty of Engineering. It offers a new program in Software Engineering and an established program in Computer Science. The department currently has 25 faculty and is rapidly expanding. Our web page is www.cas.mcmaster.ca.

We are seeking new colleagues at all levels. We seek outstanding candidates from all areas of Software Engineering and Computer Science, but we are especially interested in applicants working in: performance prediction, biomedical computing, computers in communication systems, computer security, distributed data networks, high performance computing, real-time control systems, human-machine interfaces, and software design methods.

We treat Software Engineering as a branch of engineering distinct from Computer Engineering and Computer Science. We have designed an innovative new program to meet the engineering accreditation criteria of the Canadian Engineering Accreditation Board. Ability to be registered as a Professional Engineer in the Province of Ontario, or become registered within three years of appointment, will be considered an advantage.

Applicants should have a PhD in engineering, computer science, mathematics or a related field. We consider creative experience in industry to be as relevant as academic experience. All our faculty members are expected to teach graduate, undergraduate, and service courses as well as supervise graduate student research. They must have a strong and demonstrated commitment to research in a university environment and will have normal faculty administrative and committee responsibilities.

McMaster University has an employment equity program that encourages applications from all qualified candidates, including women, aboriginal people, persons with disabilities and visible minorities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada.

Salary is commensurate with experience and qualifications. Applications, including a curriculum vitae, a statement detailing research and teaching interests and the names of five referees should be sent to: **Chair, Department of Computing and Software, Faculty of Engineering, McMaster University, 1280 Main St. West, Hamilton, Ontario, Canada L8S 4L7.**

Applications will be accepted until the positions are filled.

University of Alberta
Edmonton

Department of Pediatrics

Epidemiology

The Department of Pediatrics is recruiting an individual with training in Epidemiology to lead a research project, funded by AHFMR. The project goal is the performance of 12 systematic reviews relevant to child health. Methodological research based on lessening of the bias while conducting systematic reviews is also being researched. The successful candidate will be able to assume a supervisory role with research associates and work with a degree of autonomy. Excellent grant and manuscript writing skills is an asset. A PHI award at AHFMR will be considered for the right candidate. This is a two-year position.

Librarian

The Department of Pediatrics is recruiting for an individual who has training in library sciences and experience in medical literature searches. Good writing skills and an ability to work independently is an asset. The candidate will be required to work in a research environment, with the goal of performing 12 systematic reviews relevant to child health. Duties will include: literature searches, assisting with the systematic reviews, review write-ups and involvement in the methodological research pertaining to the reviews.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applicants should submit a copy of their curriculum vitae and the names of three referees, indicating position, by October 31, 2000 to:

Dr. Terry P. Klassen, Chair
Department of Pediatrics
2C3.67 Walter Mackenzie Health Sciences Centre
University of Alberta
Edmonton, Alberta T6G 2R7

The records arising from these competitions will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA
...it makes *sense.*

ing on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. For the Accounting position expertise is sought in the area of tax, managerial, auditing and/or accounting information systems, for the Marketing position expertise is sought in integrated marketing communications, for the Management and Organizational Behaviour area the expertise is Entrepreneurship and/or Human Resources, for the Operations and Decision Sciences position the area of expertise is Management of Information Systems (MIS), and for the Policy area the area of expertise is strategic management. For the position in the Policy area, preference will be given to a person with an interest in the management of technological firms. Qualifications include PhD or ABD with evidence of strong research and teaching potential. The School has sixty-five full-time faculty in Business, sixteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Please direct applications by November 30 to: Dr. Ruth Harris, Associate Dean of Business Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario N2L 3C5, rharris@wlu.ca

BISHOP'S UNIVERSITY —Williams School of Business and Economics. Applications are invited for the following The Williams School of Business and Economics currently has two tenure stream vacancies at the level of Assistant Professor beginning July 2001: Finance and Marketing The successful candidates are expected to teach three undergraduate courses in the Fall and in the Winter semesters, and demonstrate an active interest in research They should be in possession of, or near completion of, a PhD or qualifications judged to be equivalent These positions are advertised under conditions of equal opportunity employment and in accordance with Canadian immigration requirements Priority will be given to Canadian citizens and permanent residents Applications will be accepted until the position is filled. Bishop's University is a residential university of approximately 1900 full-time and 500 part-time students, with English as the language of instruction. Bishop's University is located in Québec's beautiful Eastern Townships, about 160 kms East of Montreal. The University offers a liberal education in the Humanities, Social Sciences, Natural Sciences, Business and Education. Interested persons should submit a curriculum vitae and arrange for three letters of reference to be sent to Bill Robson, Dean, Williams School of Business and Economics, Bishop's University, Lennoville, Quebec, J1M 1Z7. Fax No. (819) 822-9720; Phone No. (819) 822-9622, e-mail bisbson@ubishops.ca

THE UNIVERSITY OF WINDSOR invites applications for several tenure-track positions in the Faculty of Business Administration commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Faculty of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 3091, Fax: 519 973 7073; Email: rjdesl@uwindsor.ca

THE UNIVERSITY OF VICTORIA — Landsdowne Chair in International Business. The Faculty of Business is seeking to fill a tenure track position at the associate/full professor level in International Business with research and teaching interest in the legal, economic and political environment of international business. Applicants should hold a PhD with a proven record of accomplishment in research and teaching. Salary is commensurate with the applicant's qualifications and experience. The Faculty of Business places an equal priority on teaching and research. In a recent ranking of research output, over the past five years, in the top 32 academic journals, the Faculty placed 10th overall in Canada and first in Canada in terms of output per faculty member. The Faculty is renowned for its international focus, including extensive exchange programs with 30 partner institutions and overseas co-op work opportunities for students. The Faculty has also recently won two awards for international education: Outstanding Program in International Education from the Canadian Bureau for International Education, and the Scotiabank-Association of Universities and Colleges of Canada (AUCC) Award of Excellence for the International Experience-Bachelor of Commerce International Program. In addition, the Faculty recently won the Academy of Management's competition for the most innovative undergraduate program in entrepreneurship and the U.S. Association for Small Business and Entrepreneurship "Model Undergraduate Program" award for 2000. Victoria has a population of approximately 326,000. Situated on the southern tip of Vancouver Island, the city boasts a gentle climate and scenic setting, with outdoor recreation as a year-round pastime. Victoria is a popular tourist destination in the Pacific Northwest and has established major ties with Pacific Rim countries. Send letter of application with curriculum vitae, evidence of research and teaching skill, and three letters of reference to: Dr. Roger Wolff Dean, Faculty of Business, University of Victoria, PO Box 1700 STN CSC, Victoria BC Canada V8W 2Y2. Telephone: (250) 472-4614 Fax: (250) 721-6613. E-mail: wolff@business.uvic.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Applications will be accepted until the position is filled

UNIVERSITY OF VICTORIA — Hospitality/Services Management. The Faculty of Business is seeking to fill a tenure track position at the Assistant/Associate Professor level in the area of hospitality/services management. Applicants should hold a PhD in a business or hospitality-related field with a proven record of accomplishment in research and teaching. Candidates are expected to provide academic leadership in the B.Com Hospitality concentration area and participate in the MBA services management concentration area. Managing the relationship with key hospitality industry stakeholders. Salary is commensurate with the applicant's qualifications and experience. A strong preference will be shown to those candidates with previous work experience in the hospitality or tourism industries or to those candidates demonstrating a research program conducted in, or particularly relevant to, those industries. The Faculty of Business places an equal priority on teaching and research. In a recent ranking of research output, over the past five years, in the top 32 academic journals, the Faculty placed 10th overall in Canada and first in Canada in terms of output per faculty member. The Faculty is renowned for its international focus, including extensive exchange programs with 30 partner institutions and overseas co-op work opportunities for students. The Faculty has also recently won two awards for international education: Outstanding Program in International Education from the Canadian Bureau for International Education, and the Scotiabank-Association of Universities and Colleges of Canada (AUCC) Award of Excellence for the International Experience-Bachelor of Commerce International Program. In addition, the Faculty recently won the Academy of Management's competition for the most innovative undergraduate program in entrepreneurship and the U.S. Association for Small Business and Entrepreneurship "Model Undergraduate Program" award for 2000. Victoria has a population of approximately 326,000. Situated on the southern tip of Vancouver Island, the city boasts a gentle climate and scenic setting, with outdoor recreation as a year-round pastime. Victoria is a popular tourist destination in the Pacific Northwest and has established major ties with Pacific Rim countries. Send letter of application with curriculum vitae, evidence of research and teaching interests, and three letters of reference to: Dr. Roger Wolff Dean, Faculty of Business, University of Victoria, PO Box 1700 STN CSC, Victoria BC Canada V8W 2Y2. Telephone: (250) 472-4614. Fax: (250) 721-6613. E-mail: wolff@business.uvic.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities and aboriginal persons. Applications will be accepted until the position is filled.

MCMASTER UNIVERSITY — Faculty of Business. Position in Information Systems/Electronic Commerce. The Michael G. DeGroote School of Business, McMaster University, invites applications for a tenure-track position at the Assistant level, in the area of Information Systems with research and teaching interests in Electronic Commerce. Preference will be given to those candidates with research and teaching interests in the technical and business issues associated with E-Commerce. PhD should be completed by the commencement of the appointment, preferably with demonstrated excellence in research and teaching. Breadth in teaching capabilities is a distinct advantage. Salary will be commensurate with research scholarship, teaching and applied experience. Submit applications, CV and names with contact information on three referees to: Dr. V.V. Baba, Dean Michael G. DeGroote School of Business McMaster University Hamilton, Ontario, L8S 4M4. E-mail: baba@mcmaster.ca. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

MCMASTER UNIVERSITY — Assistant Professor of Marketing. The Michael G. DeGroote School of Business at McMaster University invites applications for one tenure-track appointment at the rank of Assistant Professor of Marketing. Candidates from any of the traditional areas of marketing are encouraged to apply. Crossover research and/or teaching interest in any of the following areas will be an asset: Health Services Management, Management of Innovation and New Technology, Financial Services Management or Electronic Commerce. Candidates must possess a doctorate degree or be close to completion at the commencement of the appointment. Applications should contain a curriculum vita and the names and contact information of three referees. Send application and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. West, Hamilton, Ontario L8S 4M4, Canada. Email: baba@mcmaster.ca FAX: (905) 526-0852. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be considered until the position is filled.

CHEMISTRY/BIOCHEMISTRY

THE UNIVERSITY OF WINDSOR invites applications for tenure-track positions in organic chemistry, inorganic chemistry and biochemistry and biotechnology commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Keith Taylor, Chemistry & Biochemistry, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 3526, Fax: 519 973 7098, Email: ktaylor@uwindsor.ca

CHEMISTRY

UNIVERSITY OF NEW BRUNSWICK — The Department of Physical Sciences at the University of New Brunswick, Saint John Campus, invites applications for a tenure-track position in Analytical Chemistry at the Assistant Professor level, effective July 1, 2001. The position is subject to final budgetary approval. Candidates should hold a PhD degree in Analytical or Analytical/Physical Chemistry. The successful candidate would be required to teach effectively at the undergraduate level in analytical or analytical/physical chemistry and would also be expected to develop a dynamic and creative research, ideally in the area of toxicology and/or pharmacology to assist in and complement the present and proposed degree program development within the Department. Post-doctoral experience in the above research areas would be preferred. Applicants should submit a curriculum vitae, a statement of present and projected research and teaching interests, and the names and addresses of three referees (including e-mail address and telephone number) to Dr. Keith De'Bell, Dean of Science, Applied Science and Engineering, University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5; Fax: (506) 648-5650, e-mail: sc-eng@unbsj.ca Review of applications will begin on February 1, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF VICTORIA — The Department of Chemistry at the University of Victoria invites applications for a tenure-track position at the assistant professor rank in the general area of inorganic chemistry. The appointee's expertise will complement existing strengths in the Department (www.chemistry.uvic.ca) as well as those in the Faculty of Science (web.uvic.ca/scweb). The appointee will be expected to teach effectively at undergraduate and graduate levels and develop a dynamic and creative research program that attracts external research funding from NSERC and other funding agencies. The University of Victoria is a medium-sized comprehensive university noted for teaching and research excellence. The Department of Chemistry offers various undergraduate programs leading to the B.Sc. degree and M.Sc. and PhD programs. The department is well-equipped with a variety of teaching and research instrumentation, ranging from high-field NMR, high-resolution MS, to time-resolved nanosecond and picosecond laser systems. Candidates (with PhD and postdoctoral experience) should send a CV, a detailed research proposal (including a summary), and a teaching dossier (or equivalent document that outlines the candidate's teaching experience and philosophy) to: Dr. Peter Wan, Chair, Department of Chemistry, University of Victoria, Box 3065, Victoria, BC, Canada, V8W 3V6 (e-mail: pwan@uvic.ca). The candidate should also provide the names and complete addresses (Fax and e-mail) of three or more people able to act as referees. The closing date for receipt of applications is November 24, 2000, with an anticipated appointment date of July 1, 2001. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to five tenure-track positions available in the fields of Organic, Analytical, Biophysical and Physical Chemistry. Please see our full-page display ad in this issue

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Chemistry of the University of British Columbia is seeking to fill a tenure-track opening at the assistant professor level starting 1 July 2001. This appointment is in any area of Theoretical/Computational Chemistry. This position requires a PhD degree, postdoctoral experience preferably, and a proven research track record. The successful candidate will be expected to teach chemistry courses at the undergraduate and graduate level and to develop vigorous and creative research programs. The salary will be commensurate with experience. In order to address under-representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications, subject to the availability of funds. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should consist of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three references. The applicants should arrange for the complete application to be sent to: Head, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, B.C., Canada V6T 1Z1 or e-mailed to head@chem.ubc.ca. Closing date for applications is November 15, 2000

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Chemistry of the University of British Columbia is seeking to fill a tenure-track opening at the assistant professor level starting 1 July 2001. This appointment is in any area of Inorganic Chemistry, including interdisciplinary research areas. Applicants who would add diversity to, and show synergy with, currently active research areas in the Department are especially welcomed. Areas of specific interest include, but are not limited to: physical inorganic, catalysis, solid-state, combinatorial and bioinorganic chemistry. This position requires a PhD degree, postdoctoral experience preferably, and a proven research track record. The successful candidate will be expected to teach chemistry courses at the undergraduate and graduate level and to develop vigorous and creative research programs. The salary will be commensurate with experience. In order to address under-representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications, subject to the availability of funds. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should consist of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three references. The applicants should arrange for the complete application to be sent to: Head, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, B.C., Canada V6T 1Z1 or e-mailed to head@chem.ubc.ca. Closing date for applications is November 15, 2000.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Chemistry of the University of British Columbia is seeking to fill a tenure-track opening at the assistant professor level startmg 1 July 2001. This appointment is m any area of Nuclear/Physical Chemistry. Appli-

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THE UNIVERSITY OF SUDBURY

TENURE-TRACK POSITIONS

The Catholic University of the Laurentian University Federation invites applications for three Lecturer or Assistant-Professor tenure-track appointments for July 1, 2001.

Native Studies

- Directing the Aboriginal Legal Education Certificate Program and teaching courses in Legal Research and Writing, Canadian Law, Politics and Aboriginal People, Aboriginal People and the Criminal Justice system, and Social Policy and Family Law with Native People;
- An L.L.B. and a graduate degree preferred;
- Teaching experience, work in First Nations contexts, Ojibwe language proficiency and knowledge of Anishinaabe tradition and culture preferred.

Religious Studies

- Specialist in the Religions of India, teaching courses in Hinduism, Buddhism, Islam, Eastern and Western Mysticism, Interfaith Dialogue and Ecumenism, Readings of the World Religions and an introductory course;
- PhD in Religious Studies completed or near completion required;
- Teaching experience and additional expertise in other World Religions preferred.

Sciences religieuses

- Spécialiste en éthique et en théologie morale avec une bonne connaissance de la théologie fondamentale;
- Doctoral en théologie avec une spécialisation en éthique requis;
- Expérience en enseignement.

Since the University of Sudbury offers courses in both official languages, the ability to teach in English and in French would be an asset. Applicants must be committed to research leading to publication and an active role in the life of the University.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Sudbury encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

Please forward your curriculum vitae and arrange for three letters of reference to be sent to the: **Office of the President, University of Sudbury, Sudbury, Ontario P3E 2C6** before **December 1, 2000**.

Dean of the Faculty of Arts & Science

Candidates must possess strong academic and professional credentials, with proven administrative experience and ability. The Dean will be expected to provide dynamic leadership within the Faculty. The appointment is to be effective July 1, 2001.

Nipissing University, situated on a scenic escarpment overlooking the city of North Bay, is a 3-4 hour drive from Toronto or Ottawa, and is one of Canada's newest universities. The university has two Faculties: Arts and Science and Education, with a combined total full-time equivalent enrolment of 2600 students. The teaching faculty in Arts and Science consists of 61 full-time and 46 part-time instructors.

The Faculty of Arts and Science offers 3 and 4 year Bachelor degrees in most disciplines, in addition to a Bachelor of Applied Technology, Bachelor of Business Administration, Bachelor of Science, Bachelor of Science in Computer Science, a distance education Bachelor of Commerce, and Orientation to Teaching. The Dean of Arts and Science reports to the Vice-President Academic and Research.

Applications, accompanied by a current curriculum vitae and the names of three referees, should be submitted by **November 15, 2000**. Salary is commensurate with qualifications and experience. Please submit applications to: **Dr. David Marshall, President, Nipissing University, P.O. Box 5002, North Bay, Ontario P1B 8L7**, Tel: (705) 474-3461, extension 4286; Email: deanarts@unipissing.ca; Web: www.unipissing.ca.

NIPISSING UNIVERSITY

Nipissing University is an equal opportunity employer.

Schulich School of Business, York University

TENURE-STREAM POSITION

Strategic Management

The Schulich School of Business at York University in Toronto, Canada, invites applications for a tenure-stream opening commencing July 1, 2000.

Preferred candidates will:

- be qualified to teach in PhD, Masters and Undergraduate programs
- possess a completed doctorate
- provide evidence of effective teaching
- have a commitment to scholarly research and publication

Salary and benefits are competitive. This position is subject to budgetary approval. York University is implementing a policy of employment equity. Applications are encouraged from women, visible/racial minorities, Aboriginal people and persons with disabilities.

Please send curriculum vitae to:

Theodore Peridis
Policy Area Coordinator
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario
Canada M3J 1P3

UNIVERSITÉ YORK UNIVERSITY

cants are expected to develop a research program at the TRIUMF cyclotron and/or its new Isotope Separator and Accelerator (ISAC). TRIUMF is a 500 MeV cyclotron with proton beam intensities up to 150 µA, with a strong program in µSR. ISAC is a new radioactive ion beam facility with developing programs in nuclear chemistry/physics and materials science, the latter utilizing polarized ion beams and a β-NMR spectrometer. TRIUMF/ISAC is a highly interdisciplinary research environment and the successful applicant is expected to take full advantage of this environment. This position requires a PhD degree, postdoctoral experience preferably, and a proven research track record. The successful candidate will be expected to teach chemistry courses at the undergraduate and graduate level and to develop vigorous and creative research programs. The salary will be commensurate with experience. In order to address under-representation of member of designated equity groups among senior faculty we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications, subject to the availability of funds. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should consist of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three references. The applicants should arrange for the complete application to be sent to: Head, Department of Chemistry, University of British Columbia, 2036 Main Mall, Vancouver, B.C., Canada V6T 1Z1 or e-mailed to head@chem.ubc.ca Closing date for applications is November 15, 2000

THE UNIVERSITY OF WINNIPEG — The Department of Chemistry at The University of Winnipeg invites applications for a tenure-track position in Organic Chemistry at the rank of Assistant Professor. The successful candidate should have a PhD in Chemistry and some postdoctoral research experience. The University is primarily an undergraduate institution and is committed to excellence in undergraduate teaching and research. The successful candidate will be expected to teach both senior and introductory courses and to develop a research program in organic chemistry. Applications, including a curriculum vitae, a detailed research plan, and the names and addresses of at least three referees, should be sent to Dr. Désirée Vanderwel, Chair, Department of Chemistry, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9 Fax (204) 775-2114 Details about the department are available on the Internet at http://www.uwinnipeg.ca/academic/as/chemistry. The appointment committee will begin consideration of applications on December 1, 2000, but will accept applications until the position is filled. Subject to budgetary approval, the position will be available July 1, 2001. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity

COMMERCE & BUSINESS ADMINISTRATION

THE UNIVERSITY OF BRITISH COLUMBIA — Faculty of Commerce and Business Administration. Applications are invited in a number of areas including accounting, business economics, business strategy, entrepreneurship, finance, marketing, management information systems, operations and production, transportation and logistics, and organizational behaviour and human resources. Appointments are available July 1, 2001 or January 1, 2002 and are subject to final budgetary approval. As a minimum, applicants must be nearing completion of their PhD dissertation. Other required qualifications include a strong commitment to teaching, a very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Salary will be commensurate with the applicant's qualifications and experience. UBC hires on the merit and is committed to employment equity. We encourage all qualified persons to apply. Information regarding priorities by subfield is available on the website at: www.commerce.ubc.ca/faculty/openings.html. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae and the names of three academic references and should be sent to: The Dean, Faculty of Commerce and Business Administration, The University of British Columbia, 2053 Main Mall, Vancouver, B.C., Canada V6T 1Z2 We encourage applications before December 1, 2000. The competition for candidates in any particular area will be closed when a suitable candidate is found.

COMMUNICATION STUDIES

YORK UNIVERSITY, Faculty of Arts, Division of Social Science invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor in Communication Studies, beginning 1 July 2001. The Division is mandated to provide undergraduate general education, as well as Honours B.A. degrees through several interdisciplinary programs, one of which is Communication Studies. Candidates must have a PhD in Communication (or related discipline) or equivalent degree, demonstrated excellence in research, publication, and teaching, and an ability to teach in interdisciplinary programs. The successful candidate will contribute to the York/Ryerson Graduate Programme in Communication and Culture, and should have a substantive focus on the following areas related to the study of communication and culture: communication and cultural policy (international and/or domestic); cultural industries; media history. This position may carry tenure at the outset if appropriate. Candidates are asked to submit a curriculum vitae, a statement of teaching and research interests, and a sample publication, and to have three referees send letters of reference to: Dr. Craig Heron, Chair, Division of Social Science, 5756A Ross, York University, 4700 Keele St., North York, Ontario M3J 1P3; Telephone (416) 736-5054, Fax (416) 736-5574 Deadline: Friday 1 December 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Division of Social Science welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If you require additional assistance, please call the affirmative action office at (416) 736-5713. All appointments are subject to budgetary approval

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to two tenure-track positions available — one in the field of Media Policy Studies and the other in the field of Participatory Action Research in Communication. Please see our full-page display ad in this issue

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UNIVERSITY OF NEW BRUNSWICK — The Department of Applied Statistics and Computer Science, University of New Brunswick (Saint John), invites applications for up to three tenure-track positions in Computer Science beginning July 1, 2001 at the rank of Assistant Professor (an appointment at a higher rank may be made for an exceptional applicant). The positions are subject to final budgetary approval. The Department offers degree programs in Computer Science and Data Analysis. Department members have an active research program and supervise both Masters and PhD students. The Computer Science degree program has two areas of specialization: software development: technology and process, and high-performance scientific computing. The Department has strength in the software process area of software development and invites applications from other areas of software engineering. To complement Department strength in the area of scientific computing, applications are invited from candidates whose area of specialization includes numerical visualization or high performance computation. For the third position applications are invited in areas of Computer Science that complement the Department's programs. Limited term positions may be offered in some circumstances. Candidates should enjoy teaching, have strong potential in research, and either hold a PhD degree in Computer Science or be nearing completion of this degree. Responsibilities include teaching and research. Applicants must submit a brief statement of research area, a curriculum vitae and the names and addresses of three referees (including e-mail address and telephone number). Applications will be accepted until the positions are filled, however review of applications will begin on January 31, 2001. Applications should be mailed to Dr. K. De'Bell, Dean of Science, Applied Science and Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, Canada, E2L 4L5, fax (506) 648-5650, e-mail sci-eng@unbsj.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity

UNIVERSITY OF VICTORIA — Department of Computer Science. Applications are invited for one or more regular tenure track positions at the Assistant or Associate Professor levels to begin on or after 1 January 2001. Applicants in all areas of computer science will be considered, but we are especially interested in software engineering, data engineering and computational biology. Duties will include teaching at the undergraduate and graduate levels, graduate student supervision, and research. Applicants should possess a PhD in Computer Science or a closely related field, a strong research record, and a strong commitment to teaching. The Department currently has 24 faculty members and 76 graduate students. It offers graduate and undergraduate degrees in Computer Science as well as combined undergraduate degrees or options with Mathematics, Statistics, Physics and Business. It has recently begun offering an undergraduate option in Software Engineering. The Department offers highly successful co-operative education programs for students at both the graduate and undergraduate levels. Detailed information about the Department may be found on the web at http://www.csc.uvic.ca. Located on the southern tip of Vancouver Island, the city of Victoria is renowned for its beauty. It has easy connections to Vancouver and Seattle. Recreational activities include hiking, sailing and skiing. Information about Victoria may be found on the web at http://victoriabc.com Applicants should send a curriculum vitae and the names of at least three referees to: Dr. R.N. Horspool, Chair, Department of Computer Science, University of Victoria, P.O. Box 3055, Victoria, BC, Canada V8W 3P6, Telephone: (250) 721-7227, Fax: (250) 721-7292 E-mail applications to chair@csr.uvic.ca are encouraged. E-mail attachments in any common word processing format are acceptable. Applications will be considered as they are received and the search will be continued until the positions are filled. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. The University has excellent policies which support faculty with family obligations, including paid maternity/parental leave and a generous pension plan

THE UNIVERSITY OF WINDSOR invites applications for tenure-track positions in Computer Science commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/faculty/positions. Contact Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2990; Fax: 519.973.7093, Email: garabon@uwindsor.ca.

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being a leader in Computer Science education. Computer Science also houses a diverse program of research of international stature. Because of its recognized capabilities, the Department attracts exceptionally well-qualified students at both undergraduate and graduate levels. Computer Science has embarked on an ambitious program of growth recently. Twenty new faculty members have joined the Department in the past three years. With over 50 full-time faculty members, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 departmental research laboratories. The University has an enlightened intellectual property policy in which the rights are vested in the inventor; in part, this policy is responsible for many spin-off companies such as Waterloo Maple and Open Text Corp. For further information about the Department, please see http://www.math.uwaterloo.ca/CS_Dept/. Candidates at all levels of experience and exceptional candidates in all areas, are encouraged to apply. We are especially interested in candidates with experience in algorithms engineering, bioinformatics, distributed systems, graphics, networks, programming languages, scientific computation, software engineering, symbolic computing, and user interfaces. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Chair, Professor Nick Cercone. Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2001 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds

UNIVERSITY OF PRINCE EDWARD ISLAND — The Department of Mathematics and Computer Science at the University of Prince Edward Island invites applications for a tenure-track position in Computer Science at the Assistant or Associate Professor level effective January 1, 2001. Candidates should hold a PhD in Computer Science and demonstrate a strong commitment to undergraduate teaching and research. Duties will include teaching three (3) undergraduate courses in Computer Science per semester and developing/maintaining an appropriate research program. Opportunities exist for interdisciplinary research in areas such as health, genomics and multimedia. Applicants

McMaster University

W. Sinclair Chair in Optoelectronics

The Department of Engineering Physics at McMaster University is pleased to announce the establishment of the W. Sinclair Chair in Optoelectronics, made possible through a generous gift by William Sinclair, one of the co-founders of JDS Uniphase Canada. This Chair is part of an ongoing expansion of the Department's successful programme in optoelectronics.

The role of the Chair will be to contribute significantly to the body of scholarship in optoelectronics. The incumbent is expected to establish a vigorous research programme for contributing to knowledge in the field and developing and mentoring of graduate students. He/she will also be expected to teach and mentor undergraduate students as well as collaborate with industry. The appointment to the Chair is expected to be at the rank of Professor or Associate Professor.

Applicants should have earned a PhD in Engineering Physics, Physics, Materials Science and Engineering, Electrical Engineering, or a closely related discipline, have industrial and/or post-doctoral experience, and have interest and demonstrated expertise in one or more of the following areas: design, fabrication, characterization, and application of compound semiconductor-based devices, development of advanced materials, applications of lasers, optical communication technology, and display/imaging technology. Qualification to be registered as a Professional Engineer in the Province of Ontario, or become registered within three years of appointment, will be considered an advantage. The position offers the opportunity to interact with the existing Centre for Electrophotonic Materials and Devices (CEMD) and the Brockhouse Institute for Materials Research (BIMR), and to participate in the recently funded initiatives on Advanced Materials Technologies and Photonics Research. For more detailed information on the Departmental activities, please consult our Web page at http://engphys.mcmaster.ca.

Applicants should send a letter of application, a curriculum vitae, statements of teaching and research interests, a selection of research publications, and the names and addresses of at least three references to: **Dr. Peter Mascher, Professor and Chair, Department of Engineering Physics, McMaster University, Hamilton, Ontario, Canada L8S 4L7.**

The position is available immediately and applications will be accepted until the position is filled. Applications submitted by e-mail will not be accepted.

In accordance with Canadian immigration requirements, Canadian citizens and Permanent Residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal people, persons with disabilities, members of visible minorities, and women.

OCAD

The Ontario College of Art & Design, Canada's leading institution for advanced education in art and design, currently requires an outstanding academic leader to join OCAD in an important period of institutional change.

Dean, Faculty of Liberal Studies

Reporting to the Vice-President, Academic and working in collaboration with other deans, you will direct a faculty of 25 professional art, design and cultural historians, critics, and committed teachers delivering Liberal Studies courses in all program areas. Your background includes a doctorate in Art or Design History or Cultural Studies or an equivalent area of expertise and a significant record of research and professional activity in the field.

This demanding role requires a track record of strong educational leadership and administrative experience, 5 years' university teaching experience, and outstanding communication and consensus facilitation skills. Appointments are for a 5 - year renewable term commencing August 1, 2001, with a permanent teaching position following the successful completion of a decanel term.

Review of applications will begin on November 13, 2000 and continue until this position is filled.

Qualified applicants are invited to submit a resume, in confidence, to:

Human Resources Department
ONTARIO COLLEGE OF ART & DESIGN
100 McCaul Street, Toronto, Ontario M5T 1W1
Fax: (416) 977-3034
For further information, visit our web-site at: **www.ocad.on.ca**

As an employment equity employer, we encourage applications from women, First Nations People, visible minorities, and people with disabilities.

We thank all applicants; however, only those short-listed will be contacted.

TENURE-TRACK POSITION

ENGLISH PROGRAM

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The University of Northern British Columbia invites applications for a tenure-track position in the English Program at the rank of Assistant Professor. It is expected this position will begin July 1, 2001. The Program is interested in applications from candidates with specialization in Post-Colonial Literature and/or Creative Writing (drama or prose fiction).

The candidate will teach English courses across the curriculum. Creative writing applicants should be prepared to promote creative writing within the university community as well as in local and regional communities. A Ph.D. is the expected qualification.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Paff, Vice President (Academic), University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to: **Dr. Stan Beeler, Chair of the English Program; Tel: (250) 960-6619. Email: stan@unbc.ca.**

Applications received before November 30, 2000 will receive full consideration, however, applications will be accepted until the position is filled.

For more information, visit our Web site: **www.unbc.ca**

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, visible minorities, persons with disabilities and aboriginal persons.

McGill

Assistant Professor Department of Economics

Subject to budget approval, applications are invited for a tenure track, entry level, assistant professor position. Applicants must have a doctorate (or expect to complete by May 2001) and show strong potential for excellence in research and teaching. Fields open but with a preference for macroeconomics including international macroeconomics.

Please send letters of application, curriculum vitae and three confidential letters of reference to:

Prof. Chris Green, Chair
Department of Economics
McGill University
855 Sherbrooke St. West
Montreal, Quebec H3A 2T7
Canada

Closing date for applications is **30 November, 2000**.
In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Simon Fraser University

Assistant Professor — Wildlife Conservation Biology or Applied Watershed Analysis

We invite applications for a full-time, tenure-track appointment at the Assistant Professor level, beginning as soon as possible. The candidate should be a specialist in Wildlife Conservation Biology or Applied Watershed Analysis and have expertise in Geographic Information Systems (GIS). Expertise in the human dimensions of these disciplines will be considered an asset. The candidate will be responsible for developing and managing a GIS teaching and research facility supporting natural and social science approaches to resource management problems. They will teach undergraduate and graduate courses in the areas of GIS applications in natural resource management and in their disciplinary specialty. The successful candidate will direct graduate research and conduct a research program in a dynamic, multidisciplinary professional school. Relevant teaching experience is desirable.

Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Canadians and permanent residents will be given preference, however, non-Canadians are encouraged to apply. All appointments are subject to budgetary authorization.

Applicants should send a curriculum vitae, transcripts, samples of relevant reprints and immediately request three referees to send confidential letters of recommendation directly to: **Director, School of Resource and Environmental Management, Simon Fraser University, Room 9677 Shrum Classroom Bldg., 8888 University Drive, Burnaby, B.C., V5A 1S6** TEL: (604) 291-3074; FAX: (604) 291-4968. Web site www.rem.sfu.ca.

The closing date is **15 November 2000**. It is important that all application materials, including references, be received by this date.

Centre Director

The School for Field Studies Centre for Coastal Rainforest & Fisheries Studies

Vancouver Island, British Columbia, Canada

Centre Objective: The Centre is dedicated to working in partnership with local communities to aid in the restoration of degraded lands in order to strengthen and revitalize the greater Vancouver Island ecosystem and to enhance the quality of life and long-term security for both human and non-human communities.

Position Summary: The Director manages all aspects of a residential field program that focuses on undergraduate education through environmental field research. Areas of responsibility include: program design and implementation; center administration; fundraising and development; financial management; personnel management; risk management and maintaining and establishing working relationships with local clients and partners. The Director coordinates the course: Economic and Ethical Issues in Sustainable Development, which examines the influence of social science issues on resource management decisions in the coastal temperate rainforest of Vancouver Island. Because Center staff and students live on site, our directors get to know both their staff and students on a level not often achieved in a conventional university setting.

Start Date: January 2001

Position Requirements: PhD or Masters in a relevant field. Demonstrated: Academic and field research experience; University teaching and interdisciplinary curriculum development experience; Upper level management experience including: running academic team-oriented field-based environmental program or similar programs, fundraising, budget management, project management, risk management, leading environmental issue driven projects. Academic background in: Environmental and Resource Economics. Community-based Economic Development or First Nations Concerns; Familiarity with: Local Politics in a Social and Cultural Context; Experience living/working on Vancouver Island.

To Apply: Send CV and cover letter outlining relevant experiences to **Job Reference 0341, The School for Field Studies, 16 Broadway, Beverly, MA 01915, USA**; Fax: 1-978-927-5127; Email: jobs@fieldstudies.org. Details at: www.fieldstudies.org.

must arrange for three (3) letters of reference to be sent directly from referees. Evaluation of applications will begin when a suitable applicant pool has been identified and will continue until the position is filled. The University is committed to gender equity in employment. In accordance with Canadian immigrations requirements, priority will be given to Canadian citizens and permanent residents. Applications, including curriculum vitae and evidence of teaching ability, should be forwarded to: Dr. Stephen Howard, Chair, Department of Mathematics and Computer Science, University of Prince Edward Island, 550 University Avenue, Charlottetown, Prince Edward Island, Canada C1A 4P3, Tel: (902) 566-0386; Fax: (902) 566-0466; www.math-cs.upei.ca.

COMPUTING SCIENCE

THE KING'S UNIVERSITY COLLEGE, a Christian liberal arts college offering 3 and 4 year B.A. and B.Sc. degrees and a 2-year, after-degree B.Ed., is inviting applications from women and men for a full-time, tenure-track vacancy in computing science. The successful candidate will be broadly trained and able to offer a range of courses in computing science in the context of a Christian approach to a liberal arts and science university education. This second full-time appointment in the discipline will contribute to developing a new four-year major in computing science that fosters a reflective approach to the social, economic, political and ethical context of computing and information technology. Will share responsibility with present faculty member appointed in 2000, and with existing staffing in mathematics and statistics, to prepare curriculum and deliver courses across a range of subjects in the discipline. Should be committed to an interdisciplinary approach to education and research in a robust and growing science division. The successful candidate must demonstrate graduate level course work in areas of teaching. A PhD in computing is preferred for tenure track appointment; masters degree in computing or doctorates in related areas will be given consideration. Commitment to the College's Christian Statement of Faith. Starting date: July 1, 2001. Deadline: December 31, 2000 or when filled. The King's University College is an equal opportunity employer, but in accordance with Canadian employment and immigration regulations, this advertisement is directed to first to Canadian citizens and permanent residents. Qualified female and male candidates, including visible minorities are encouraged to apply. Starting salary: $38,000 and up (based on experience and qualifications) with generous benefit package. Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to: Dr. S. Keith Ward, Vice President Academic, The King's University College, 9125-50 St., Edmonton, AB, T6B 2H3 Tel: 780-465-8304 Fax 780-465-3534, email: skward@kingsu.ab.ca. Web: www.kingsu.ab.ca.

UNIVERSITY OF ALBERTA — Do you have a commitment to the science of computing? Are you looking for an academic environment that focuses on the science of you discipline? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We have eight established research laboratories, including Algorithmics, Artificial Intelligence and Cognitive Science, Database Management, Graphics, Networks and Communications, Distributed Systems, Software Engineering, and Vision and Robotics. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have a large SGI Origin 2000, and a 3D immersive display powered by an SGI Onyx2. We are currently constructing a new research laboratory building adjacent to a renovated historical building, to provide us with office and research space consolidated in the middle of our campus of about 30,000 students (see the WebCam at www.cs.ualberta.ca). Our current complement of 35 regular faculty work within a department of 28 support staff, 140 graduate students (50/50 MSc/PhD) and 400 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for 15 highly productive eager computing scientists to complement our strengths in all areas. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across sub-disciplines. Candidates should have, or be at the completion stage of, degree, a PhD in Computing Science, a proven research record, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are chosen. Find further details about us at www.cs.ualberta.ca and send your curriculum vita and the names and addresses of three referees to Iris Eveitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2E8, or eveitt@cs.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

BROCK UNIVERSITY

DIRECTOR OF NURSING
Faculty of Applied Health Sciences

In order to help establish a new Nursing Program, the Faculty of Applied Health Sciences is seeking applicants for a Director of Nursing, effective July 1, 2001. This is a probationary/tenure-track appointment at the Associate Professor level. Brock University currently offers a BScN degree completion program and is planning for both a co-operative four-year BScN degree to start in Fall 2001 and a graduate MScN program. The Nursing Program places an emphasis on community-based nursing from a health promotion perspective.

Applicants should have a doctorate, familiarity with community health nursing, a clinical background in either pediatrics or geriatrics, with leadership and administrative experience. Brock University is in the middle of a major building that includes 10,000 sq.ft. of new laboratory and research space for the Faculty of Applied Health Sciences. The closing date for applications is **January 15, 2001**. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and three letters of reference to:

Dr. John Hay, Chair
Department of Community Health Sciences
Faculty of Applied Health Sciences
Brock University
St. Catharines, Ontario, Canada L2S 3A1

E-mail: jhay@arnie.pec.brocku.ca.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at redressing gender imbalance among faculty: qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website at www.BrockU.ca

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UNIVERSITY OF CALGARY

DAVID B. ROBSON PROFESSORSHIP IN MANAGEMENT *(Management Information Systems)*

On the edge and leading the way.
The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The Faculty of Management is seeking a distinguished scholar from industry or academia, with an international reputation commensurate with an appointment to the new **David B. Robson Professorship in Management *(MIS)***. The Professorship is supported by funding from the Faculty's *Delivering Results Campaign.*

Candidates must have a PhD degree, and an outstanding research record in MIS that complements the area's current members. The candidate must have a high motivation for undergraduate and graduate training.

The position will commence July 1, 2001. The initial term of the Professorship is five years, renewable after appropriate review.

The Faculty of Management at the University of Calgary is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. Founded in 1967, the Faculty of Management is one of only seven Canadian business schools to gain accreditation from the AACSB – the International Association for Management Education.

Applicants should send a curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent by **November 30, 2000,** to:

David M. Saunders, PhD
Dean, Faculty of Management, University of Calgary
2500 University Drive N.W., Calgary, AB Canada T2N 1N4
Fax: (403) 284-7922 E-mail: dsaunders@mgmt.ucalgary.ca

For more information: www.ucalgary.ca/mg/postings

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity

www.ucalgary.ca

DERMATOLOGY & CUTANEOUS SCIENCES

UNIVERSITY OF ALBERTA — Applications are invited for the position of Director, Division of Dermatology and Cutaneous Sciences at the University of Alberta. The Division consists of both full time academic staff and clinical faculty from the community. There is a full range of therapeutic services in a new dedicated clinic site which includes exam rooms, teaching and meeting facilities, surgical suites and PUVA facilities. There is a Royal College approved resident training program and established research programs in fundamental, clinical and community-based research. The University of Alberta is one of the major research universities in Canada with over 30,000 students, research funding over $170 million yearly, more than 400 distinct research laboratories including a 800MHz NMR. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards in the 1990's. Edmonton, with a metro population of about 900,000, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, the success of its professional and amateur athletes and teams, its average of 12.3 hours daily of sunshine and the lowest taxes in the country. Interested applicants should hold an MD or equivalent and fellowship in the Royal College of Physicians and Surgeons of Canada or equivalent and have demonstrated clinical leadership and scholarly accomplishment in research and teaching. This position offers a unique and exciting opportunity for a person of vision to guide an established but young Dermatology division and build it into a dynamic and influential player on the international Dermatology field. Remuneration for this senior position will be commensuate with qualifications and experience. Deadline for applications is November 30, 2000. Please send a curriculum vitae and the names and addresses of three referees to: Dr. Thomas J Mairie, Chair, Department of Medicine, 2F13D, Walter C Mackenzie Centre, University of Alberta, Edmonton, Alberta, Canada T6G 2R7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

DRAMA

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in Oliectting-Acting commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Prof. Diana Mady Kelly, Chair, Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext. 2805; Fax 519.971.3625; Email: madykel@uwindsor.ca

ECONOMICS

ST. FRANCIS XAVIER UNIVERSITY — Applications are invited for a probationary, tenure-track position in the Department of Economics, St. Francis Xavier University, commencing August 1, 2001. The position will require the teaching of natural resource and environmental economics as part of the university's undergraduate program in Aquatic Resources as well as the teaching of the usual undergraduate economics courses. An active research program in the economics field is expected of the successful candidate. Candidates should have completed a PhD program and have a strong commitment to teaching and research. A letter of application, curriculum vitae, selected publications, copies of teaching evaluations, and three letters of recommendation should be sent to: Dr. Cyril Grant, Chair, Department of Economics, St. Francis Xavier University, P.O. Box 5000, Antigonish, NS, B2G 2W5. Phone (902) 867-2113; e-mail cgiant@stfx.ca. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens and permanent residents. St. Francis Xavier University is committed to the principles of employment equity.

UNIVERSITY OF TORONTO at Mississauga — Department of Economics invites applications for a tenure-stream position in Applied Economics at the level of Assistant or Associate Professor, beginning July 1, 2001. PhD degree or equivalent, with solid training in economic theory and applied econometrics as well as in the field of specialization, is required as of July 1, 2001 or soon thereafter. For appointment at the Associate level, the candidate must have a proven record in research and teaching. The successful candidate will teach graduate and undergraduate courses. In accordance with Canadian immigration requirements this ad vertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. The deadline for submisson of applications is December 22, 2000. Applications should include a Curriculum Vitae and teaching portfolio or dossier. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Professor M. Denny, Chair, Recruiting Committee, Department of Economics, University of Toronto, 150 St. George Street, Toronto, Ontario Canada M5S 3G7.

YORK UNIVERSITY — Department of Economics, Faculty of Arts. Applications are invited for a tenure track position at the lecturer/assistant professor level in economics, subject to budgetary approval. Rank and salary to be commensuate with qualifications and experience. Candidates should have a PhD in economics (or expected in 2001) and show potential of becoming excellent teachers and nationally/internationally recognized scholars. While outstanding candidates in any field may apply, the department is particularly interested in candidates doing empirical work in macroeconomics. Duties for this position include teaching at the undergraduate and graduate levels, research, supervision and committee service. Applicants should include curriculum vitae and a recent research paper. Applicants should arrange for 3 letters of reference to be sent directly. Applications will be considered beginning November 30 2000, and will continue until the position is filled. This position has been cleared for simultaneously advertising at the second tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affiliative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Economics welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If you require additional assistance, please contact the affirmative action office at (416) 736-5713. Contact: Prof. Arman Mansoorian, Chair, Department of Economics, Faculty of Arts, Vari Hall, York University, North York (Toronto) Ontario, Canada M3J 1P3.

YORK UNIVERSITY — Department of Economics, Faculty of Arts. Applications are invited for a tenure track position at the lecturer/assistant professor level in economics, subject to budgetary approval. Rank and salary to be commensuate with qualifications and experience. Candidates should have a PhD in economics (or expected in 2001) and show potential of becoming excellent teachers and nationally/internationally recognized scholars. While outstanding candidates in any field may apply, the department is particularly interested in candidates doing empirical work in microeconomics (e.g. environmental/natural resources, industrial organization, international trade, health). Duties for this position include teaching at the undergraduate and graduate levels, research, supervision and committee service. Applicants should include curriculum vitae and a recent research paper. Applicants should arrange for 3 letters of reference to be sent directly. Applications will be considered beginning November 30 2000, and will continue until the position is filled. This position has been cleared for simultaneously advertising at the second tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Economics welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If you require additional assistance, please contact the affirmative action office at (416)736-5713. Contact: Prof. Arman Mansoorian, Chair, Department of Economics, Faculty of Arts, Vari Hall, York University, North York (Toronto) Ontario, Canada M3J 1P3.

UNIVERSITY OF CALGARY — The Department of Economics at the University of Calgary invites applications for two full-time tenure track positions at the rank of Assistant or Associate Professor. The positions are effective July 1, 2001, and the closing date for applications is November 30, 2000. Preference will be given to candidates specializing in one or more of the following areas: energy economics; international trade; financial economics; macroeconomics (especially open-economy macro); public economics; and, regulatory economics. Strong candidates in other fields of specialization are also encouraged to apply. Applicants at the Assistant Professor level must have a PhD in Economics or expect to complete it by July 2001, and must show promise of excellence in research and teaching. Candidates must be able to teach at the graduate and undergraduate levels, supervise graduate students, and undertake some service duties. Applicants at the Associate Professor level must provide evidence of excellence in research and teaching and be able to teach at the graduate and undergraduate levels, supervise graduate students, and effectively participate in departmental / faculty / university governance. Qualified Canadians and non-Canadians are invited to apply. The University of Calgary respects, appreciates and encourages diversity. Applications for the position should include a covering letter, curriculum vitae, a sample of recent research,

evidence of teaching effectiveness and the names of three referees. Send applications to Dr. Robert L. Mansell, Department of Economics, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4, Facsimile. (403) 282-5262 Please arrange for the referees to send confidential letters of reference to this address. Applicants should indicate whether they will be attending the forthcoming Canadian Economics Employment Exchange and / or the Allied Social Science Associations meetings. Applications may be submitted by fax to meet the November 30th deadline indicated above, but the original application must also be forwarded by mail.

UNIVERSITY OF TORONTO at Scarborough — Economics. The Division of Management at the University of Toronto at Scarborough is recruiting for a tenure stream position in Applied Economics, rank open. Duties include undergraduate teaching of economics courses within the Division of Management at the University of Toronto at Scarborough, MBA teaching in managerial economics at the Joseph L. Rotman School of Management on the St. George campus, and research. Candidates should have a PhD or equivalent, with evidence of excellence in research and teaching Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the University Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Michael Krashinsky, Associate Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1C 1A4 (krash@scai.utoronto.ca). Deadline for applications is December 15, 2000. The position would begin on July 1, 2001 In accordance with Canadian immigration requirements this search is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Economics. Two tenure-track positions at Assistant Professors subject to final budgetary approval. Starting date July 1, 2001 Priority fields are: International Trade, Public Economics Qualifications: PhD (or solid indication of imminent completion); demonstrated excellence with other Canadian universities Application deadline is November 30, 2000 Application, including c.v., reference letters and samples of research papers (or selections of dissertation) should be sent to Professor Thomas Lemieux, Chair, Recruitment Committee, Department of Economics, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity We encourage all qualified persons to apply In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Economics and Institute of Asian Research. Joint Appointment: Economics or Economic History of China The Department of Economics and the Institute of Asian Research at the University of British Columbia invite applications for a joint position on the Economics or Economic History of China. Applicants must have a PhD, demonstrated excellence in teaching and research (including research in Chinese) on the economy of China, and a significant record of securing externally funded research grants. This is a tenured position. Applicants must be eligible for appointment to the rank of Associate Professor. Salaries are competitive with other Canadian universities. This appointment is subject to budgetary approval. Starting date is July 1, 2001 Applications should include the names and addresses of three referees, current curriculum vitae, sample of research papers, and a summary of current and future research interests. Applications should be sent by November 30, 2000 (postmarked) to: Professor Thomas Lemieux, Chair, Recruitment Committee, Department of Economics, Buchanan Tower 1873 East Mall, University of British Columbia, Vancouver, B.C. Canada V6T 1Z1; Tel. (604) 822 2876, Fax (604) 822 5915. UBC hires on the basis of merit and is committed to employment equity All qualified persons are encouraged to apply In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents of Canada

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2001. Qualifications include a PhD, preferably with some teaching and research experience Duties include teaching at the undergraduate and Master's level and research. The Department is especially interested in applicants with fields in international trade and/or industrial organization. However, candidates in all areas will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people Applications will be considered until the position is filled. The position is subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to two tenure-track positions available in the following areas: Econometrics; Labour; Development, Macroeconomics, International; and Financial Economics. Please see our full-page display ad in this issue.

UNIVERSITY OF GUELPH — The Department of Economics invites applications for two tenure track positions: an Assistant or Associate Professor with a primary interest in labour economics; an Assistant Professor with interests in one or more fields. The Department particularly welcomes applications from specialists in finance, economic history, industrial organization, trade and macroeconomics. Candidates for an Associate Professor position must be scholars of an international reputation, and good teachers at all levels Candidates for an Assistant Professor position will hold, or have nearly completed a PhD in economics, with the expectation that they will establish themselves as recognized scholars and good teachers at all levels. Appointments are effective August 1, 2001 or as negotiated. Applications should include curriculum vitae and names of three referees, and should be submitted not later than December 4, 2000 to Dr. C.J. McKenna, Chair, Department of Economics, University of Guelph, Guelph, Ontario N1G 2W1. More information about the Department can be found at http://www.economics.uoguelph.ca In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada Positions are subject to budgetary approval The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in Macroeconomics commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Harold Atkinson, Head, Economics, Mathematics and Statistics, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3017; Fax. 519.973.7096; Email: hiat@uwindsor.ca

UNIVERSITY OF WATERLOO — The Department of Economics at the University of Waterloo seeks to fill one (or more) tenure track position(s) at the level of Assistant Professor. Consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. While all areas of economics will be considered, the department is especially interested in appointing someone capable of teaching more than one of the following: corporate finance, international economics, statistics/econometrics, mathematics for economists, applied micro and macro economics. Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills would be an asset. The successful candidate(s) will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. This position is effective September 1, 2001. Salary will be commensurate with experience and qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae to Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Closing date for applications is January 5, 2001.

UNIVERSITY OF MANITOBA — The Department of Economics at the University of Manitoba invites applications for a full-time tenure track appointment at the rank of Assistant Professor in economic theory. The appointment will begin on July 1, 2001, or soon thereafter, subject to final budgetary approval. The successful candidate must have a PhD by the time of appointment to the rank of Assistant Professor; candidates whose doctoral dissertation will be completed shortly after July 1, 2001 may be appointed at the rank of Lecturer until the PhD is completed. Duties will include undergraduate and graduate teaching and examination in the core components of the departmental program, graduate supervision, research, and service-related activities. The salary will be commensurate with experience and qualifications. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents Application, curriculum vitae, and three letters of reference should be sent to: Professor Wayne Simpson, Head, Department of Economics, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 5V5 (simpson@ms.umanitoba.ca). Deadline for receipt of applications is December 11, 2000. Further information concerning the Department and the University may be obtained from http://www.umanitoba.ca/faculty/arts/economics.

SIMON FRASER UNIVERSITY, Department of Economics — The Department of Economics at Simon Fraser University seeks to fill one tenure track position at the assistant professor, subject to budgetary authorization and approval by the Board of Governors. Excellence in research and teaching are the primary criteria for this position. Applicants will be expected to teach at both the graduate and undergraduate level. Candidates should have a PhD completed or near completion. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified candidates. Please arrange to have three letters of reference sent directly to the Chair of the Appointments Committee Send a letter of application and curriculum vitae by December 15, 2000 to: Professor Douglas Allen, Chair, Appointments Committee, Department of Economics, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6 Canada. FAX: 604-291-5944, e-mail: econjob@sfu.ca

UNIVERSITY OF TORONTO — The Department of Economics at the University of Toronto has a tenure-stream appointment in Econometrics at the rank of Assistant or Associate Professor on the St. George campus, subject to budgetary approval. Salary is dependent upon qualifications and experience Appointment effective July 1, 2001. Ph.D. degree or equivalent is required as of July 1, 2001 or soon thereafter Duties include undergraduate and graduate teaching and research. For appointment at the Associate level, the candidate must have a proven record in research and teaching. Applicants should send a Curriculum Vitae, one current research paper, and should arrange for submission of three letters of reference Application deadline is December 15, 2000 All correspondence should be sent to Professor M. Denny, Chair, Recruiting Committee, Department of Economics, University of Toronto, 150 St. George Street, Toronto, Ontario Canada M5S 3G7. Information about the Department is available on its website at www.economics.utoronto.ca The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas

UNIVERSITY OF TORONTO — The Department of Economics at the University of Toronto has three tenure-stream appointments in Economics at the rank of Assistant Professor on the St. George campus, subject to budgetary approval. Field preferences include Public Economics, Macroeconomics, and Applied Microeconomics. Salary is dependent upon qualifications and experience. Appointments are effective July 1, 2000 Ph.D. degree or equivalent is required as of July 1, 2001 or soon thereafter Duties include undergraduate and graduate teaching and research. Applicants should send a Curriculum Vitae, one current research paper, and should arrange for submission of three letters of reference. Application deadline is December 15, 2000. All correspondence should be sent to Professor M. Denny, Chair, Recruiting Committee, Department of Economics, University of Toronto, 150 St George Street, Toronto, Ontario Canada M5S 3G7. Information about the Department is available on its website at www.economics.utoronto.ca In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas

EDUCATION

UNIVERSITY OF VICTORIA — Social Studies Education, Faculty of Education. The Department of Curriculum & Instruction, University of Victoria invites applications for a tenure track position at the Assistant or Associate Professor level in the area of social studies education. Teaching responsibilities will include social studies across elementary, middle school and secondary levels in undergraduate and graduate programs. The potential candidate should have a PhD or Ed.D in social studies education, school teaching experience, and an active research agenda. A background in learning theory and experience in computer applications in the classroom is desirable. Effective date of appointment will be July 1, 2001. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made Applications should include curriculum vitae and the names of three referees. Applications should be sent before November 24, 2000 to Dr Robert Graham, Chair, Department of Curriculum and Instruction, Faculty of Education P.O. Box 3010, Victoria, BC V8W 3N4, Fax: 250-472-4616, http://www.educ.uvic.ca; email: rbertold@uvic.ca

UNIVERSITY OF VICTORIA — Educational Measurement, Faculty of Education The Department of Educational Psychology & Leadership Studies, University of Victoria invites applications for a tenure track position at the Assistant or Associate Professor level in the area of educational measurement to begin July 1, 2001. This position requires a PhD in educational psychology (measurement or quantitative methods) and a research and teaching focus on educational measurement and student assessment, and at least one of the following areas: Learning, cognition & classroom instruction; Computer applications in education, Research & statistical methodologies or Program evaluation. Experience required in research & training in educational measurement & classroom assessment; must have a successful record of teaching, experience with measurement/assessment applications would be desirable — e.g., School based experience in teaching & student evaluation The individual will be expected to contribute to the teaching of educational measurement and classroom assessment in the undergraduate program for teacher education, and contribute to the graduate program by teaching graduate courses, developing a program of research, and supervising both masters and doctoral students The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made Applications should include a curriculum vita and the names of at least three referees, and should be received no later than November 24, 2000 Please send applications to: Dr. John Anderson, Chair, Department of Educational Psychology & Leadership Studies, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC V8W 3N4; Fax. 250 721-6190; http://www.educ.uvic.ca/; email: anderson@uvic.ca

Interested in Learning More About Collective Bargaining?

CAUT offers customized collective bargaining training for faculty associations.

Why? Will it really help at the table...
This training is addressed to individual associations (or to a group of associations in a specific region) wishing to learn or improve negotiation skills at the bargaining table. Now, an association can have its whole bargaining team provided with training which contributes to team building and team cohesiveness.

Is it practical? Hands-on training...
CAUT's collective bargaining workshops offer training in the following areas: legal framework of collective bargaining, overview of the negotiation process, and clause-drafting. Also offered is a one day negotiation simulation exercise designed to give participants hands-on experience in the process.

For more information contact Christiane Tardif
tardif@caut.ca

McGill

Professeur adjoint
Département de langue et littérature françaises

Le Département de langue et littérature françaises de l'Université McGill sollicite des candidatures à un poste de professeur adjoint menant à la permanence. Date d'entrée en fonction: 1er septembre 2001.

Le Département recherche des candidat(e)s spécialistes de la littérature française du XVIIIe siècle et ayant un intérêt attesté pour la théorie de la littérature. Exigences: doctorat, publications dans les domaines considérés, recherche active, expérience d'enseignement. Fonctions: enseignement aux trois cycles, encadrement des étudiants, tâches d'administration académique. Salaire: salaire de base des professeurs adjoints. Faire parvenir lettre de candidature, curriculum vitae, publications principales, dossier pédagogique ainsi que trois lettres de recommandation confidentielles à **Marc Angenot, Directeur, Département de langue et littérature françaises, 3460 rue McTavish, Montréal (Québec) H3A 1X9** avant le **15 novembre 2000**

Conformément à la loi en matière d'immigration, priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada.

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains in Cassis, France, a center for the benefit of scholars who wish to pursue studies in the humanities and social sciences related to French and francophone cultures. The Foundation also supports creative projects by visual artists, photographers, composers, and writers. The Foundation offers, at no cost, eleven furnished apartments, a reference library, an artist studio, a composer's studio, and a photographer's darkroom. The Camargo award is strictly a residential grant; therefore, no stipends are available. The normal term of residence is one semester (early September to mid-December or mid-January to May 31st), precise dates being announced each year. Applicants may include university and college faculty who intend to pursue special studies while on leave from their institutions; secondary school teachers benefiting from a leave of absence in order to work on some pedagogical or scholarly project; independent scholars; graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation; writers, photographers, visual artists, and composers with specific projects to complete. Because of the limited number of studios, only one artist, one photographer, and one composer can be accepted each semester. Applicants from all countries are welcome.

Application deadline is **February 1** for the following academic year. For informational brochure and application form write to:

THE CAMARGO FOUNDATION
Mr. William Reichard
125 Park Square Court
400 Sibley Street
Saint Paul, MN 55101-1928 USA

VICTORIA UNIVERSITY

Nominations and applications are invited for the position of

PRINCIPAL
EMMANUEL COLLEGE

The Principal provides leadership for the academic, administrative and community aspects of the College's life and work.

A candidate must be a member in good standing of The United Church of Canada, a Canadian citizen and have a doctorate or the equivalent in one of the theological disciplines.

Nominations and applications should include a statement of the individual's scholarly achievements and administrative qualifications for appointment to the Principalship. Applications should include a curriculum vitae along with the names of three referees.

The Principal will take office for an initial term of five years beginning July 1, 2001.

Nominations and applications must be submitted not later than **November 20, 2000** to:

Search Committee for the
Principal of Emmanuel College
Victoria University
Room 120 NFH, 73 Queen's Park Crescent
Toronto, Ontario M5S 1K7

Department of Germanic Languages & Literatures
University of Toronto

Associate or Full Professor
German Studies & Theory

This appointment is to begin July 1, 2001. The successful candidate will have outstanding teaching credentials and publishing record. Native or near-native command of German is required, as is a willingness to participate in the cross- and inter-disciplinary initiatives of the Department, familiarity with a range of instructional technologies, and demonstrated commitment to both graduate and undergraduate teaching. Salary will be commensurate with qualifications and experience.

The deadline for receiving completed applications is **Friday, November 17, 2000.** Application will be acknowledged by letter. Send letter of application, vita, and three letters of reference to:

Professor James Retallack, Chair
Department of Germanic Languages & Literatures
University of Toronto
50 St. Joseph St.
Toronto, ON, Canada M5S 1J4

E-mail: german@chass.utoronto.ca
Web: http://www.chass.utoronto.ca/german

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

Lakehead
UNIVERSITY

Tenure Track Positions

Lakehead University is located at the head of the Great Lakes in Thunder Bay, Ontario, Canada, and offers a comprehensive array of programs in the Arts and Sciences, Business, Education, Engineering, Forestry, Kinesiology, Nursing and Outdoor Recreation.A significant mandate of the University is to serve the vast region of Northwestern Ontario and the Aboriginal community through on-campus and community based programming, part-time studies and distance education. Lakehead is a national and international institution and a large proportion of its approximately 6,500 students come from outside the region. The University has some 260 faculty engaged in teaching and research, and a staff of 360. A strategic plan has been developed to position Lakehead for future growth and development in a changing environment. For more information on Lakehead University, please visit our web site at www.lakeheadu.ca.

Lakehead University seeks to fill the following tenure-track appointments for August 1, 2001. Rank of appointment is dependent on qualifications, teaching and research experience. All applicants should hold a PhD by time of appointment. For further information on these positions, please contact the Office of the Vice-President (Academic) and Provost at 807-343-8201. Some of these positions may qualify for a Canada Research Chair. Please refer to www.lakeheadu.ca/~researchwww/chairs.html for details.

Faculty of Arts & Science

Anthropology — Paleo-DNA — Specialization in the anthropological study of ancient DNA (bone, teeth, hair). In conjunction with the Lakehead Paleo-DNA laboratory, the successful candidate will develop a molecular research and teaching program that includes courses in Molecular and Biological Anthropology at the second, third and fourth year level.

Chemistry — Organic or Inorganic — The successful candidate will have post-doctoral or relevant industrial experience in any area of organic or inorganic chemistry and is expected to develop an externally funded, vigorous and creative research program. The candidate will also have a strong commitment to teaching chemistry at both the undergraduate and graduate levels. Applications must include a summary of research interests and a detailed research proposal (NSERC format or equivalent) including a summary of proposed equipment needs and costs. Candidates whose research expertise further includes the areas of resource/environmental chemistry or health related issues are encouraged to apply.

Computer Science — Candidates in all areas of Computer Science with demonstrated ability or potential in research and effective teaching at both undergraduate and graduate levels are encouraged to apply. The University recently acquired extensive new computing facilities including numerous Sun workstations and a 40 processor Cray Origin 2000 providing a high quality teaching and research environment for Computer Science, and High Technology is identified as one of the strategic research areas for the University.

Economics — Fields are open, although strong applicants in resource or environmental economics are especially encouraged to apply. Applicants are expected to show promise of excellence in teaching and research.

Geology — An active researcher who can contribute to the strategic research area of resource-based competitiveness and the environment in the fields of mineral and/or water resources. Teaching duties will include courses in soft rock, structural and field geology, as well as the establishment of a research program with graduate students.

Mathematics — Two broadly-based individuals who can and are willing to teach a variety of our course offerings, with specialization in one of the following areas: algebra, algebraic geometry, analysis, differential geometry, number theory, probability, or statistics. Demonstrated ability or potential for excellence in research, obtaining external research funding and for effective teaching at both undergraduate and graduate levels is essential. Ability to interact in research with our existing faculty is highly desirable.

Nursing — Mental Health/Psychiatric Nursing; Primary Health Care; Northern Rural/Remote Nursing — The School of Nursing will be developing a Masters in Nursing program in collaboration with other universities. The desired candidate will participate in the development and delivery of this program as well as teach in the collaborative undergraduate program.

School of Outdoor Recreation, Parks & Tourism — Three tenure-track positions are available, one in each of the School's three specializations: Nature-Based Tourism, Outdoor Leadership, and Parks and Protected Areas. Successful candidates will be able to contribute to the School's recently revised undergraduate curriculum and to the development of a graduate studies program. In addition to a strong teaching record, successful candidates will have demonstrated or potential excellence in research and publication.

Philosophy — Area of specialization open, with interdisciplinary interests that may include one or more of native philosophy, environmental ethics or early modern philosophy in historical context. Demonstrated teaching ability an asset.

Physics — We are looking for an individual with demonstrated ability in research who can complement our existing interests in condensed matter and optical physics. Duties will include teaching at the undergraduate and graduate levels and the establishment of an active research program with graduate students. Opportunities for interdisciplinary research exist through our interactions with other University departments, Environment Canada, and the Regional Cancer Treatment and Research Center.

Psychology — We are seeking applicants for two tenure-track positions and one limited term position with specialization in Clinical, Neuropsychology, Community/Rural, or Social Psychology. The department is pursuing APA/CPA accreditation for its Doctoral program in Clinical Psychology and preference will be given to candidates whose research, teaching, and supervisory experience will facilitate accreditation.

Social Work — We are seeking an applicant with demonstrated leadership in social work and in particular, in any one or more of the following areas: diversity, aboriginal studies, rural and/or northern social work, multiculturalism, child welfare, community development and/or gerontology, women's issues, people with disabilities. The possibility of an appointment as Department Chair also exists.

Faculty of Business Administration

Accounting — Additional interest in Finance or Information Technology would be considered an asset. Applicant should hold a professional accounting designation. The candidate should be committed to classroom excellence and research in her/his areas of interest.

Operations Management — Additional interest in Statistics, Information Technology, or any other areas in business would be considered an asset. A candidate with Business and the Environment is preferred.

Faculty of Education

The Faculty of Education is looking to fill at least 3 tenure-track appointments in the following areas:

Aboriginal Education — The ability to speak Ojibwa and/or Cree would be desirable. Preference will be given to Aboriginal candidates.

Educational Psychology/Special Education — Area of specialization open but preferably with expertise in learning and development, and/or exceptional children.

Technology in Education

Geography/Outdoor Experiential Education

Early Literacy/Language Arts — Preschool to Grade 6. Preference will be given to applicants with expertise in readers-at-risk.

The Faculty of Education has 26 full-time faculty members and offers Pre-service, Native Teacher Education, Native Language Instruction, Continuing Education, M.Ed. and joint PhD programs.

Candidates shall have documented evidence of successful teaching experience and should possess or show evidence of the ability to develop a research program in Education. Responsibilities include teaching undergraduate and graduate courses, supervision of student teaching and graduate students, and maintaining a productive research program.

Faculty of Engineering

Civil/Environmental/Municipal Engineering — Preference will be given to applicants with a strong background and interest in water and wastewater quality and treatment. The successful candidate is expected to be dedicated to engineering education, to carry our externally funded research and to champion a proposed inter-disciplinary graduate program in Environmental Engineering. The candidate must be, or be qualified and willing to register as a Professional Engineer in Canada. Professional experience is an asset.

Electrical Engineering — All areas; primary needs of the department are in the areas of communications and microelectronic circuit design. Minimum qualifications for the appointments are an earned PhD in electrical engineering, registration or qualifications and willingness to register as a Professional Engineer in Canada, and a commitment to excellence in teaching and research.

Software Engineering — All areas; primary needs in software-hardware co-design. Minimum qualifications for the appointment are an earned PhD in a related field, registration or qualifications and willingness to register as a Professional Engineer in Canada, and a commitment to excellence in teaching and research.

Faculty of Forestry and the Forest Environment

Natural Resources Management — The successful applicant will be expected to teach in the areas of forest landscape management using current modeling software to include management of forests, wildlife habitats and populations, and recreational opportunities in sustainable environments to meet socio-economic objectives. Applicants should hold at least one degree in forestry, be qualified to become a registered professional forester and have demonstrated abilities to initiate and complete meaningful research. The candidate must also be able to interact with the forest industry, government and the general public. Professional experience is an asset.

Please note that all positions are subject to final budgetary approval. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications and the names and addresses of three referees to:

Dr. Mary Louise Hill
Vice-President (Academic) and Provost
Lakehead University
955 Oliver Road,
Thunder Bay, Ontario P7B 5E1

Review of applications will begin on **December15, 2000.**

In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities

UNIVERSITY OF VICTORIA — Language Arts Education, Faculty of Education. The Department of Curriculum & Instruction, University of Victoria invites applications for a tenure track position at the Assistant or Associate Professor level in the area of Language Arts. The potential candidate should have a PhD or Ed.D. in reading or language arts and elementary school teaching experience, as well a background in elementary reading and English as a Second Language are desirable. The successful candidate will be expected to teach language arts at the undergraduate and graduate levels, supervise student teachers and graduate students, and maintain an active research agenda. Effective date of appointment will be July 1, 2001. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications should include a curriculum vita and the names of at least three referees, and should be received no later than November 24, 2000. Please send applications to: Dr. Robert Graham, Chair, Department of Curriculum & Instruction, Faculty of Education, University of Victoria, PO Box 3010, Victoria, BC V8W 3N4, Fax: 250 472-4616 http://www.educ.uvic.ca/, email: rbettiol@uvic.ca

UNIVERSITY OF VICTORIA — Music Education, Faculty of Education. The Department of Curriculum & Instruction, University of Victoria invites applications for a tenure track position at the Assistant or Associate Professor level in the area of secondary music education. Teaching responsibilities will include music at the undergraduate and graduate levels and supervision of student teachers and graduate students. The potential candidate should have a PhD or Ed.D in music or music education, secondary school teaching experience and an active research agenda. Experience and/or expertise in music technology would be an asset. Effective date of appointment will be July 1, 2001. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications should include curriculum vitae and the names of three referees. Applications should be sent before November 24, 2000 to: Dr. Robert Graham, Chair, Department of Curriculum and Instruction, Faculty of Education, P.O. Box 3010, Victoria BC V8W 3N4, Fax: 250-472-4616; http://www.educ.uvic.ca; rbettiol@uvic.ca.

UNIVERSITY OF VICTORIA — Faculty of Education. The School of Physical Education invites applications for two tenure track appointments at the rank of Assistant or Associate Professor in the areas of Leisure Service Administration and Kinesiology. Applicants for the position in Leisure Service Administration should have a research and teaching focus in one of the following areas and the ability to teach in at least one additional area. Administration and leadership; Health and wellness; History, philosophy and/or sociology of leisure. Applicants for the position in Kinesiology should have a research and teaching focus in one of the following areas and the ability to teach in at least one additional area: History, philosophy and/or sociology of physical activity; Fitness and exercise management; Biomechanics; Pedagogy. Qualifications: Doctoral degree preferred, a clearly defined research area and evidence of superior teaching effectiveness. Letters of application, including a description of teaching interests, teaching evaluations, up-to-date curriculum vita and the names, addresses, e-mail and phone numbers of three (3) referees, should be submitted by November 24, 2000 to: Dr. Douglas R. Nichols, Director, School of Physical Education, University of Victoria, P.O. Box 3015 STN CSC, Victoria BC V8W 3P1; Telephone: (250) 721-8376, Fax: (250) 721-6501, E-mail: dnichols@uvic.ca; http://www.educ.uvic.ca/depts/phed/. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

SIMON FRASER — The Faculty of Education, Simon Fraser University, is seeking applications for three tenure track positions. Rank and salary will be commensurate with experience, but appointments will normally be at the rank of Assistant Professor and will begin September 1, 2001. Applications will be received until October 31, 2000. Candidates must possess a doctoral degree, and present a strong record of scholarly publications. Experience in public school teaching or firsthand knowledge about the public school setting is a significant asset for all positions. The three positions are: 1. Curriculum. Applicants should have a thorough grounding in the history and theory of curriculum, especially in relation to the practice and study of teacher education and must be able to teach graduate courses in curriculum development, implementation, evaluation, and theory. Expertise in a subject area regularly taught K – 12 is preferable. 2. Learning Disabilities and Reading. Applicants should be expert in an area of research in learning disabilities and should be knowledgeable regarding teaching elementary and/or secondary students with learning disabilities. In addition, knowledge of theories and practices related to reading acquisition and to inclusion are required. 3. Mathematics Education. Applicants should have expertise in working with preservice and inservice teachers, demonstrate a well-defined program of research, and be prepared to supervise graduate students in secondary mathematics education. The candidate should be able to design and teach graduate and undergraduate mathematics education courses at both elementary and secondary levels. Interested candidates should consult http://www.educ.sfu.ca/home/faculty_positions.htm for more detailed information on the positions. Applicants should forward a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty; a current curriculum vitae; the names and contact information for three referees; and one scholarly paper to Dr. Janny Thompson, Associate Dean, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, B.C., V5A 1S6. Telephone: 604-291-3643. Please do not ask referees to send letters of reference. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All appointments are subject to budgetary approval.

CIVIC EDUCATION PROJECT — Experience the Challenge Civic Education Project (CEP), a non-profit organization dedicated to higher education reform in Central/Eastern Europe and Eurasia, is accepting applications for the 2001 - 02 academic year. CEP Visiting Lecturers teach social science courses in English and collaborate with local colleagues on curriculum development and outreach projects. Lecturers receive housing, a stipend, airfare, book and shipping allowance, and health insurance. Contact: Civic Education Project, 1140 Chapel Street Suite 2A, New Haven, CT 06511, Tel: (203) 781-0263, Fax: (203) 781-0265, cep@cep.yale.edu, http://www.cep.org.hu. Deadline: February 15, 2001.

THE UNIVERSITY OF WINDSOR invites applications for faculty positions in the Faculty of Education commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Ian Crawford, Interim Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 3800, Fax: 519.971.3612, Email: icrwfd@uwindsor.ca

UNIVERSITY OF MANITOBA — The Department of Curriculum, Teaching and Learning invites applications for a tenure track position at the Assistant Professor rank in the area of Mathematics Education. Candidates must have a doctoral degree, a well-defined research program, and successful teaching experience at the K – 12 level. Early Years and post-secondary level teaching experience would be assets. Responsibilities include: (1) teaching undergraduate and graduate courses, particularly Mathematics Education at the Early Years level, (2) working collaboratively as a member of a program team; (3) carrying out an active research program; (4) supervising student teachers; (5) advising graduate student research, (6) participating in the Faculty's service activities; and (7) serving as an active liaison between the Faculty and other university departments, practising professionals, school divisions and agencies such as the provincial department of education. The appointment will become effective July 1, 2001 or earlier. The range for the current starting salary at the Assistant Professor level is $42,524 – $55,458. Salary is dependent upon qualifications and experience and is subject to final budget approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, complete with curriculum vitae, transcripts, and three letters of reference should be forwarded to: Dr. Joan Walters, Department of Curriculum, Teaching and Learning, Faculty of Education, University of Manitoba, R3T 2N2, Web Site address: www.umanitoba.ca. Telephone: (204) 474-9014; Fax: (204) 474-7550; e-mail: jwalter@ms.umanitoba.ca. The closing date for applications is December 11, 2000.

ENDOCRINOLOGY

DALHOUSIE UNIVERSITY/QUEEN ELIZABETH II HEALTH SCIENCES CENTRE — The Department of Medicine, Dalhousie University/QEII Health Sciences Centre seeks applications for a hospital-based endocrinologist in the Division of Endocrinology. This is a combined Hospital/University (geographic full-time) position with the academic rank of associate/assistant professor, dependent upon qualifications & experience. Candidates must have FRCP(C) certification (or equivalent) and be eligible for specialty licensure in Nova Scotia. The successful applicant would be expected to spend approximately 50% of his or her time doing investigator-initiated research in some aspect of endocrinology or metabolism. The other 50% would be divided amongst clinical activities, administration and teaching at both graduate and undergraduate levels. The individual would participate in all of the Division's activities, and would share consultation service, on-call, and teaching responsibilities. It is expected that the applicant would spend two half-days or equivalent in a specialty endocrinology clinic in the area of his or her expertise. The individual's area of research and clinical expertise should complement those of other members of the Division, preferably with a major focus on diabetes or thyroid disease. The Division of Endocrinology is committed to excellence in clinical care, education, and research, and the successful applicant will be strong in each of these areas. Clinical activities include ambulatory care and in-patient consultation. Through our close links with the Nova Scotia Diabetes Management Centre, the Division plays a major role in preventive endocrine health for the city and province. Major research interests of the Division include studies of thyroid and orbital autoimmunity, the role of leptin in obesity, and clinical studies of novel therapeutic agents. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal Peoples, persons with disabilities, racially visible persons and women. Please send curriculum vitae and names and addresses of three references to: Dr. Jack Wall, Head, Division of Endocrinology and Metabolism, QEII Health Sciences Centre, Room D-45, 7-North Victoria Building, 1278 Tower Road, Halifax, Nova Scotia B3H 2Y9. Closing date for application is 30 days after the date of this ad.

ENGINEERING

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Metals and Materials Engineering in the Faculty of Applied Science at The University of British Columbia is entering an exciting period of faculty expansion and renewal. We are currently seeking outstanding candidates for four faculty positions — three at the assistant professor level (tenure track) and one at any rank. Applicants should have a PhD in Metallurgical / Materials Engineering, or other relevant disciplines, with a strong background in materials processing, extraction or engineering. The successful candidates are expected to have or seek registration as Professional Engineers in British Columbia. Preference will be given to candidates working in the fields of electronic materials or biomaterials, although excellent candidates working in the fields of metals, ceramics, polymers, and composite materials are also encouraged to apply. The successful applicants will be expected to conduct an independent and vigorous research program, and to participate fully in undergraduate and graduate level teaching. One of the appointments will be associated with a new Faculty-wide program in Integrated Engineering, with undergraduate teaching directed to this program. For this position, a broad knowledge of engineering and a strong interest in engineering education will be assets. The Department of Metals and Materials Engineering at UBC, and the associated Centre for Metallurgical Process Engineering are world-recognized leaders in process engineering. Novel, integrated approaches to process analysis and design have been developed at UBC with the goal of developing efficient processes for the production of industrial materials and reducing the environmental impact of their production and utilization. It is expected that the successful applicants for these positions will make a significant impact to this field in terms of their teaching and research. The positions are available effective January 1, 2001 subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications, containing complete curriculum vitae, and the names of at least three referees, should be sent before November 1, 2000, however, applications will be accepted until the positions are filled. Further information on the Department is available at www.mmat.ubc.ca. Send applications to: Dr. S.L. Cockcroft, Head, Department of Metals and Materials Engineering, The University of British Columbia, 309-6350 Stores Road, Vancouver, BC, V6T 1Z4 Canada.

UNIVERSITY OF TORONTO — Human Factors. The Department of Mechanical and Industrial Engineering at the University of Toronto invites applications for an academic tenure stream positions at the rank of Assistant Professor in the area of Human Factors. Candidates must have a doctoral degree, an excellent academic record, and effective teaching ability. Candidates should also have an undergraduate degree in Engineering and be prepared to obtain registration as a professional engineer. Duties will include undergraduate and graduate teaching, research, and departmental service. Salary is commensurate with qualifications. Start date is July 1st, 2001 or earlier. Applicants should include in their response a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.S. Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is November 10, 2000. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people, and physically challenged persons.

UNIVERSITY OF TORONTO — Thermo-Fluids. The Department of Mechanical and Industrial Engineering at the University of Toronto invites applications for an academic tenure stream position at the rank of Assistant Professor, with research interests in thermal spray coating. Appointments at a more senior level could be considered for exceptional candidates who have demonstrated appropriate achievements in research and teaching. Candidates must be effective teachers, and will be expected to make a major contribution to the Undergraduate and Graduate Programs. Applicants must have a doctoral degree, an outstanding academic record and be prepared to obtain registration as a professional engineer. Salary is commensurate with qualifications. Start date is July 1st, 2001 or earlier. Applicants should include in their responses a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.S. Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is November 10, 2000. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people, and physically challenged persons.

DALTECH, DALHOUSIE UNIVERSITY — Department of Electrical and Computer Engineering, invites applications for a tenure track position in Computer Engineering at the Assistant Professor level, effective 1 January 2001. Duties include undergraduate and graduate teaching, research, student supervision, and some administrative work. Undergraduate teaching experience in systems analysis, microprocessors, computer architecture, operating systems, real time systems, and computer communications would be an asset. Applicants should have a PhD in Electrical/Computer/Software Engineering or Computer Science. Eligibility for registration as a Professional Engineer is normally required. Applicants should submit a current curriculum vitae and the names of three referees, should be submitted to: Dr. M. Cada, Chair of the Search Committee, Department of Electrical & Computer Engineering, DalTech, Dalhousie University, P.O. Box 1000, Halifax, Nova Scotia, Canada, B2J 2X 4 by November 15, 2000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

THE UNIVERSITY OF BRITISH COLUMBIA

ASSISTANT PROFESSOR MASTER'S PROGRAM IN CRITICAL CURATORIAL STUDIES

Applications are invited for the tenure-track position of Assistant Professor in the new Master's Program in Critical Curatorial Studies, effective July 1, 2001. The successful applicant will have responsibility for directing this innovative interdisciplinary graduate program which begins September 2001, as well as contributing to the teaching of her/his discipline. Candidates are expected to have a PhD or equivalent professional experience, with expertise in anthropology and/or art history.

The successful candidate will have a demonstrated ability to work across both disciplines, as well as to incorporate knowledge of contemporary art and theory. The appointment will be made at the Assistant Professor level either in the appropriate academic department or as a cross-appointment in departments related to the Program. Exceptional candidates may be considered at a higher level. The successful candidate is also expected to bring professional museum or gallery or equivalent experience, demonstrated organizational abilities, and the vision and energy to build the new program and establish effective connections with other institutions, programs, and scholars.

Applications, including a statement of interest, curriculum vitae, names and full addresses (including e-mail) of four referees, samples of scholarly and professional work, and a summary of current and future research interests, should be sent by **December 8, 2000** to: **Dr. Kerstí Krug, Director of Studies, Master's Program in Critical Curatorial Studies, c/o Museum of Anthropology, The University of British Columbia, 6393 NW Marine Drive, Vancouver, BC, Canada V6T 1Z2**, phone: (604) 822-1898; fax: (604) 822-2974; e-mail: krug@interchange.ubc.ca.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified applicants are encouraged to apply. This position is subject to final budgetary approval.

The UNIVERSITY *of* WESTERN ONTARIO

Chair, Department of Physiology

The Faculty of Medicine & Dentistry, at the University of Western Ontario, is inviting applications/nominations for the position of Chair in the Department of Physiology.

The Department of Physiology is a research-intensive department in the Faculty of Medicine & Dentistry. Its 18 full-time and 30 part-time faculty from clinical departments and research institutes are committed to basic and applied research, a large graduate program, and undergraduate teaching in Medicine, Dentistry, Science, and Health Sciences. Primary research areas include: neuroscience, cardiovascular, cell and molecular, developmental, reproductive, skeletal and fetal/neonatal physiology.

Candidates should have demonstrated excellence in research, academic leadership, and management skills. The position is available July 1, 2001.

Details concerning the University of Western Ontario, Faculty of Medicine & Dentistry, London, Ontario, may be found through the University's home page at www.uwo.ca.

Interested candidates should submit a CV outlining their research, teaching, and administrative experience and interests, including proposed future directions, together with the name and addresses of three referees, to:

Dr. Carol Herbert, Dean
Faculty of Medicine & Dentistry
Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1

FAX: (519) 850-2357

The deadline for receipt of applications is **November 15, 2000.**

This position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. The University of Western Ontario has a defined contribution pension plan.

Lakehead UNIVERSITY

Canada Research Chairs

The Canada Research Chairs (CRC) Program was established by the Government of Canada to foster world-class centres of research excellence in the global, knowledge-based economy. Lakehead University is seeking to fill five CRC positions (one Tier I and four Tier II) starting July 2001and invites Canada Research Chair (CRC) applications and nominations within our four strategic research areas: Aboriginal Studies; Health, Society and Culture; High Technology; and Resource-Based Competitiveness and the Environment. Tier I candidates must be experienced researchers acknowledged by their peers as world leaders in their research fields and Tier II candidates must be acknowledged by their peers as having the potential to lead their research fields. For additional details regarding the strategic research areas, interested candidates are encouraged to review Lakehead University's CRC Strategic Research Plan on our website at www.lakeheadu.ca/~researchwww/chairs.html.

Applications and nominations including a curriculum vitae, five year research plan and three (3) confidential letters of recommendation sent under separate cover by the candidate's references should be forwarded by **November 15, 2000** to:

Dr. Mark L. Howe, Dean
Graduate Studies and Research
Lakehead University
Thunder Bay, Ontario, Canada P7B 5E1

Please note that all positions are subject to review and final approval by the CRC Secretariat in Ottawa. For additional information on the CRC Program, please visit the program website at: www.sshrc.ca.

Lakehead University is committed to Employment Equity and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, and visible minorities.

ACADIA UNIVERSITY

Wolfville, Nova Scotia

Acadia University has embarked on the next evolution in learning through the Acadia Advantage, an academic initative that integrates the use of notebook computers into the curriculum of all undergraduate students. It is an exciting undertaking that enhances the university's teaching and learning environment, and continues a tradition which has made Acadia a leader in undergraduate education.

Acadia University invites applicatians far appartunities in the fallawing areas:

Biology

The Department of Biology at Acadia University invites applications for a tenure-track position in **Immunology/Physiology** (Position #20117) at the rank of Assistant Professor, effective 1 July 2001. Applicants should have a Ph.D degree by the appointment date. Post-doctoral experience is preferred. The successful applicant should be committed to undergraduate teaching in immunology and/or anatomy/physiology. Additional teaching and thesis supervision in area(s) of expertise are also expected. The candidate will be expected to forge collaborative links externally and, where appropriate, with other units in the university, and to develop a strong externally funded research program.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to Dr. Tom Herman, Chair, Selection Committee, Department of Biology, Acadia University, Wolfville, Nova Scotia, B0P 1X0. Fax. (902) 585-1059

• *Closing date is December 15, 2000.*

Business Administration

The Fred C. Manning School of Business Administration at Acadia University invites applications for three tenure track positions (#30114, #30110 and #30119) beginning July 1, 2001. The appointment rank for *each position* is at the Assistant Professor level and salary is commensurate with qualifications, experience and research record. Minimum qualifications are a Ph.D., complete or nearing completion, and evidence of strong research potential. Candidates are sought for:

Organizational Behavior and Human Resource Management (position #30114): For this position, preference will be given to candidates with demonstrated expertise in Organizational Behavior.

Operations Management (position #30110): For this position, preference will be given to candidates with expertise in Management Information Systems (MIS) and especially those with the ability to teach e-business.

Management (position #30119): For this position, candidates are expected to teach courses in general management and research methods are desired. Preferences will be given to those candidates with strong cross-disciplinary research and teaching interests in other functional areas.

Flexibility to teach in different subject areas is an asset. The successful candidate for each position will demonstrate a commitment to teaching in the School's new curriculum with a focus on e-business, and is expected to develop an active research program. Practical business experience is valued to enhance the School's multidisciplinary approach to management education. The Windows network provides access to computing support for teaching and research.

Letters of application with a recent curriculum vitae and the names of three references should be sent to: Dr. Stephen Ash, Director, Fred C. Manning School of Business Administration, Acadia University, Wolfville, N.S. B0P 1X0.
Telephone. (902) 585-1216
Fax. (902) 585-1085
E-mail: stephen.ash@acadiau.ca
Web site: http://ace.acadiau.ca/fps/home.htm

• *Applications will be accepted until the positions are filled.*

Chemistry

Applications are invited for two tenure-track positions in the Department of Chemistry starting July 1, 2001

Position #20205: A tenure-track position at the rank of Assistant Professor level in any area of chemistry. Preference will however be given to candidates with a strong background in synthetic chemistry who would be able to teach undergraduate courses in organic chemistry.

Position #20208: A tenure-track position at the rank of Assistant Professor level in the area of biochemistry.

Outstanding candidates with a commitment to excellence in research and teaching are being sought for both positions. The successful candidates will be expected to develop and maintain both an innovative externally funded research program and an excellent teaching record.

Applications should include a complete resume, research proposal and statement of the candidate's teaching philosophy. Candidates should also include the names, addresses, phone numbers, and e-mail addresses of three people providing letters of reference. The candidate should send the application and arrange to have three letters of reference sent to: Dr. Sharon G. Roscoe, Head, Department of Chemistry, Acadia University, Wolfville, NS, B0P 1X0. Tel: (902) 585-1156.
Fax: (902) 585-1114.
E-mail: sharon.roscoe@acadiau.ca

• *Evaluation of applications will commence November 15,2000. The competition will remain open until a suitable candidate is found.*

Education

The School of Education invites applications for five tenure-track positions (#30201, #30204, #30209, #30216, #30222) from candidates qualified to teach in one or more of the following curriculum areas: **technology in education, special education, educational leadership, elementary and secondary social studies, mathematics, sciences,** and **interdisciplinary middle school curriculum**. Teaching responsibilities include instruction and supervision in both Bachelor and Master of Education programs in Acadia University's enhanced teaching and learning environment where the use of notebook computers is integrated into the curriculum.

Candidates must possess a completed or near completed doctoral degree, relevant teaching experience, and a record of scholarly activity. While appointments will normally be at the rank of Assistant Professor, rank and salary will be commensurate with experience.

For more detailed information on the positions, interested candidates should consult http://ace.acadiau.ca/fps/educ/home.htm

Applicants should forward a letter of application describing their teaching experience (public school and university), scholarly interests and achievements, potential contributions to the faculty; a current curriculum vitae, the names and contact information for three referees; and one scholarly paper to: Dr. Margaret Brown, Acting Director, School of Education, Acadia University, Wolfville NS B0P 1X0
Phone: 902-585-1229.
E-mail: margaret brown@acadiau.ca

• *Review of applications will begin on November 15, 2000 and continue until the positions are filled, with appointments beginning July 1, 2001.*

Engineering

The Ivan Curry School of Engineering at Acadia University invites applications for a tenure-track position (Position #20402) at the level of Assistant Professor, beginning July 1, 2001. We are a small unit whose primary focus is providing high quality undergraduate education for the first part of accredited Engineering degree programs in a multitude of disciplines. The successful candidate for this position would ideally have a strong interest in teaching and be able to deliver first and second year engineering courses in a variety of core subjects. In addition to common subject areas, candidates with specialist training able to deliver introductory courses in Environmental Engineering and/or Engineering Economics are especially encouraged to apply. Acadia offers excellent opportunities for engineering research and there are good possibilities for inter-disciplinary collaboration in the areas of Environmental, Materials or Computer Science. An earned Ph.D. and eligibility for registration as a Professional Engineer in the Province of Nova Scotia are essential for this position. Some measure of relevant industrial experience would also be an asset.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to Dr. Andrew Mitchell, School of Engineering, Acadia University, Wolfville, NS B0P 1X0 Tel: 902-585-1596. Fax. 902-585-1067

• *The closing date is December 15, 2000.*

English

The Department of English at Acadia University invites applications for three tenure track appointments in **Medieval Literature** (Position #10415), **Sixteenth/Seventeenth Century Literature**, excluding Shakespeare (position #10405), and **Canadian Literature** (Position #10409) at the Assistant Professor level beginning 1 July 2001

Applicants should have a Ph.D. degree by the appointment date, a strong research plan is desirable, and applicants should be prepared to teach in the areas of Medieval Literature, Sixteenth and Seventeenth Century English Literature, or Canadian Literature, Introductory English and /or Composition

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to Dr. Richard A. Davies, Chairperson, Selection Committee, Department of English, Acadia University, Wolfville, NS B0P 1X0. Tel: 902-585-1502. Fax: 902-585-1070.

• *The closing date is December 15, 2000.*

Département des Langues et des Littératures Section des Études Françaises

Poste. # 10502 (French)
Poste menant à la permanence en Etudes Françaises
Date d'entrée en fonctions: 1er juillet 2001

La section des Études Françaises du Departement des Langues et des Littératures de l'université Acadia solhcite des candidatures pour un poste menant à la permanence à partir du 1er juillet 2001. Les candidat(e)s devront être titulaires d'un doctorat, avec une spécialisation portant de préférence sur les domaines littéraire et socio-culturel touchant à la France et à l'Europe francophone du vingtième siecle, ceux-ci pouvant comprendre des domaines complémentaires, par exemple la littérature féminine. Vu l'importance de l'enseignement de la langue dans le département, une expérience satisfasante dans ce secteur est essentielle. De même, une expérience dans l'usage de l'ordinateur comme aide à l'enseignement est un atout, dans la mesure où le programme Avantage Acadia fait de l'université une pionnière à cet égard.

Les dossiers de candidature, comportant au minimum curriculum vitae, dossier pédagogique, dossier de recherche et publication, et trois lettres de référence, doivent parvenir d'ici le 15 décembre 2000 à l'adresse suivante: Directeur, département des langues et des littératures, Université Acadia, Wolfville NE B0P 1X0 Le chiffre correspondant au poste doit être clairement indiqué.

L'université Acadia pratique une politique d'équité en matière d'emploi. Les conditions salariales sont fixées par la présente convention collective. L'université se réserve le droit de ne pas combler ce poste ou, le cas échéant, de le combler à un niveau différent du niveau ou du format qui a été indiqué.

Mathematics and Statistics

The Department of Mathematics and Statistics, Acadia University, invites applications for three tenure-track positions at the rank of Assistant Professor, beginning July 1, 2001.

Acadia University is an institution with a proud emphasis on undergraduate teaching. In addition to its service teaching, the Department of Mathematics and Statistics provides a range of programs for majors and honours students. Approximately half our undergraduates are female, and the demonstrated ability to act as a mentor for women students will be an asset for these positions. Joint programs in mathematics and statistics with business and with computer science are active, and a coop program is thriving.

Position #20902: The candidate should have completed a Ph. D. in an area of the mathematical sciences. The research area is open.

Position #20906: The candidate should have completed a Ph. D. in Statistics, or be near completion. The duties of the incumbent will include directing the university's Statistical Consulting Centre, as well as the provision of consulting services to honours students, graduate students, and faculty.

Position #20913: The candidate should have completed a Ph. D. in an area of Applied Mathematics, or be near completion.

For all of these positions a genuine commitment to undergraduate teaching and an ongoing research program are required. Post-doctoral experience is desirable, and the possibility of collaboration with current department members will be an asset.

Applicants should send, on paper, a curriculum vitae (referring to the appropriate position number) to: Chair, Selection Committee, Department of Mathematics and Statistics, Acadia University, Wolfville, Nova Scotia B0P 1X0. Applicants should arrange for three letters of reference to be sent directly to the same address. Applications without such letters will not be considered complete.

• *Consideration of complete applications will begin on November 15, 2000 and the deadline for receipt of applications is December 15, 2000.*

Nutrition and Food Science

The School of Nutrition and Food Science invites applications from qualified candidates for a tenure-track position (#20701) at the Assistant Professor level, beginning on 1 July 2001. Undergraduate teaching responsibilities will be in the areas of **foodservice systems, quantity food production and communications**. Other duties include developing an externally funded research program, supervising student research projects, and co-ordinating an integrated dietetic internship program. An earned doctorate in Food Service Management or related field is preferred. Eligibility for membership in Dietitians of Canada is essential.

Applicants should submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to:
Dr. Elizabeth Johnston, Director, School of Nutrition and Food Science, Acadia University, Wolfville, Nova Scotia B0P 1X0.

• *The closing date is December 15, or until position is filled.*

Philosophy

The Department of Philosophy invites applications for a tenure-track position (Position #11003) at the rank of Assistant Professor, effective 1 July 2001. Ph.D. required. AOS: Open. AOC: Early Modern Philosophy, Kant. Teaching interests in one or both of the following would be an asset: Applied Ethics, Feminism. We seek a colleague with demonstrated excellence in teaching philosophy at the introductory level. Candidates must also demonstrate a strong commitment to scholarly activity; those with publications will be advantaged in this search.

Please submit a complete dossier, including curriculum vitae, three letters of recommendation, one writing sample, documentation of teaching effectiveness and graduate transcripts to: Selection Committee Chair, Department of Philosophy, Acadia University, Wolfville, NS, B0P 1X0.
Tel: 902-585-1225.
Fax: 902-585-1070.

• *Closing date is December 15, 2000.*

Political Science

The Political Science Department at Acadia University invites applications for a tenure-track position commencing July 1, 2001 at the rank of Assistant Professor.

We require expertise and teaching experience in International Relations with a focus on **International Organization, United Nations, Peace Studies,** and **Human Rights**. Competence to teach introductory political science is also an asset. Candidates must have a Ph.D., or be close to completion by the time of the appointment.

Applications should include: a letter of application, a curriculum vitae, teaching evaluations or other evidence of teaching effectiveness, sample course outlines, sample of scholarly writing, and three letters of reference sent to the Department directly by the referees.

To ensure full consideration, complete applications and letters of reference should be submitted by December 15, 2000 to: Dr. Malcolm Grieve, Head, Department of Political Science, Acadia University, Wolfville, NS B0P 1X0.
Tel: 902-585-1507. Fax: 902-585-1070.
Email: grieve@acadiau.ca.
Website: http://ace.acadiau.ca/polisci/

Psychology

Acadia University, Department of Psychology, invites applications for a tenure-track position (Position #21103) at the Assistant Professor level, beginning July 1, 2001. Candidates should have a Ph.D. and a record of research productivity in physiological psychology and/or cognitive science. Teaching commitments for the successful candidate will include physiological psychology.

Apply by sending a letter describing research and teaching experience, a curriculum vita, and three letters of reference to Dr. Sonya Symons, Head, Department of Psychology, Acadia University, Wolfville, NS, Canada, B0P 1X0. Inquiries can also be sent via e-mail to: sonya.symons@acadiau.ca.

The Psychology Department has a complement of 11 faculty members and offers Bachelors, Honours, and Masters (clinical) degrees. The department is a partner in the doctoral program in clinical psychology offered jointly with Dalhousie University, St. Mary's University, and Mount Saint Vincent University. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. For the most recent information on academic programs at Acadia University, please check our web site at: http://ace.acadiau.ca/science/psyc/home.htm.

• *Consideration of applications will begin November 1, 2000.*

Recreation Management and Kinesiology

Invites applications in the following areas:

Position #30313: Applications are invited for a tenure-track position at the rank of Assistant Professor, beginning July 1, 2001, in the area of Sport Management. Applicants must be able to teach courses and provide leadership in the area of **sport management** and supervise related practicums. Experience in the areas of sport marketing, facility planning and management, sport and media, and event planning and management will be an asset.

Position #30320: Applications are invited for a tenure-track position at the rank of Assistant Professor, beginning July 1, 2001, within the Recreation Management program and with an emphasis on **Community Tourism**. The position will focus broadly on understanding leisure behaviour, and its professional applications. The potential to contribute to teaching in the Recreation Management core, particularly in the areas of **leisure services programming** and **leadership**, is required, as is an ability to teach in, and provide leadership for the specialization involving **community tourism**. Teaching abilities related to other aspects of the curriculum will be an asset.

The successful candidates will have a Ph.D., demonstrated excellence in teaching, and will be expected to develop a program of research and scholarly activity. The ability to teach other courses in the Kinesiology program, including activity courses, or in the Recreation Management program, will be considered.

Applicants are invited to write in confidence, enclosing a curriculum vitae and the names of three referees, to: Dr. Gary Ness, Director, School of Recreation, Management and Kinesiology, Box 143, Acadia University, Wolfville, NS B0P 1X0.
Telephone: (902) 585-1566.
Fax: (902) 585-1702.
E-mail: gary.ness@acadiau.ca

• *The closing date is November 1, 2000 or when the position is filled. The School may interview candidates as applications are received*

Acadia has recently adopted the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

In accordance with Canadian Immigration regulations, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill positions or to fill positions at a level different from the advertised level or term.

For the most recent information on available faculty positions at Acadia University, please check our web site at: http://admin.acadiau.ca/human/faculty/homepage.html

ACADIA

UNIVERSITY OF NEW BRUNSWICK — Department of Chemical Engineering. Applications are invited for a tenure-track faculty position at the Assistant Professor level in the Department of Chemical Engineering at the University of New Brunswick in Fredericton. Candidates should have a PhD in chemical engineering, or a related discipline, and a strong commitment to teaching and research. Industrial experience is desirable although not essential. The strength and motivation of an applicant are regarded as more important than the particular area of research, although the extent to which a candidate's research interests complement and extend the current areas of activity within the department will also be considered. Information about our department can be found at: http://www.unb.ca/the Candidates should write to the Chair, Department of Chemical Engineering, University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3, enclosing a full curriculum vitae and the names and addresses of three referees. Closing date for applications: 2000, November 13th or as soon thereafter as a suitable candidate can be found. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

CARLETON UNIVERSITY — The Department of Civil and Environmental Engineering invites applications for a tenure-track position at the rank of Assistant Professor in the area of transportation engineering. The position is subject to budgetary approval, and is expected to commence July 1, 2001. The department offers bachelor, master's and doctoral degrees in both civil engineering and environmental engineering. Faculty members in the department have a wide range of research and teaching interests including applied and computational mechanics, structural engineering, geotechnical engineering, transportation engineering and environmental engineering. Further information on the Department is available from the web site http://www.cee.carleton.ca. Applicants for the position should hold a doctoral degree and have a demonstrated commitment to research in the area of transportation engineering. Potential areas of research include, but are not limited to, operation and maintenance of transportation systems, transportation planning, transportation safety and advanced/intelligent transportation systems. The successful candidate will be expected to teach both undergraduate and graduate courses in transportation engineering and other related fields, to conduct research and to participate in the governance of the University. Membership or eligibility for membership in a Canadian Professional Engineering Association is preferred. Applications with a curriculum vitae including educational background, employment history, research and teaching experience and interest, and the names of at least three referees, should be sent to: Dr. Wayne Parker, Chair, Department of Civil and Environmental Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: (613) 520-2600 ext. 7459; Fax: (613) 520-3951; Email: wparker@cce.carleton.ca. Applications will be accepted until December 1, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

CARLETON UNIVERSITY — Department of Mechanical and Aerospace Engineering. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence January 2001. This position is subject to a budgetary approval. Preference will be given to recent PhD graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach and have demonstrated research ability in one or more of: Solid Mechanics, Design, CAD/CAM, Manufacturing Methods and Computer Visualization. Some industrial experience and an interest in Aerospace would be an asset. The Department offers degrees at the Bachelor's, Master's and PhD levels in both Mechanical and Aerospace engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Further information on the department is available from http://www.mae.carleton.ca. Applications, with a curriculum vitae, and the names of three referees should be sent to: Professor R. Bell, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; Telephone: (613) 520-6594; Fax: (613) 520-5715. The closing date for applications is October 15, 2000. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

CARLETON UNIVERSITY — Department of Systems and Computer Engineering. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineering to commence January 1, 2001. This position is subject to budgetary approval. The department has launched a new Bachelor of Engineering degree program in Software Engineering in 1999 and has a strong graduate research program in the field. Applicants must have a PhD in Electrical Engineering, Computer Engineering or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach undergraduate and graduate courses, and have demonstrated capability in research, in one or more of the following areas. (1) software engineering, including software architecture, development methodologies, object-oriented techniques, software quality, testing, maintenance, and systems analysis; (2) network computing and operating systems, middleware; (3) real time systems, embedded systems and software/hardware interfaces. Candidates with research strengths in other software related areas, such as human-computer interaction, databases, knowledge-based systems, and multimedia are also welcome. The department takes full advantage of the high concentration of industry, government and university information technology-oriented research and development in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications industries. It is a major participant in CITO (Communications and Information Technology Ontario), CITR (Canadian Institute for Telecommunications Research) and other research consortia. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. More information on the department is available from its web page at http://www.sce.carleton.ca. Applications, with a curriculum vitae and the names of three referees should be sent to: Dr. J. Chinneck, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 Canada, Telephone: (613) 520-5727; Fax: (613) 520-5727. Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from those groups are encouraged to apply.

CARLETON UNIVERSITY — Department of Systems and Computer Engineering. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineering to commence July 1, 2001. This position is subject to budgetary approval. The Department of Systems and Computer Engineering is experiencing rapid growth due to strong demand for our innovative programs. This includes the well-established undergraduate programs in Computer Systems Engineering and Electrical Engineering, and the new undergraduate programs in Communications Engineering (launched fall 1998) and Software Engineering (launched fall 1999), as well as our four graduate programs (M.Eng. And PhD in Electrical Engineering, M.Eng. in Telecommunications Technology Management, M.Sc. in Information and Systems Science). Applicants must have a PhD in Electrical Engineering, Computer Engineering, or Computer Science or equivalent disciplines. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach undergraduate and graduate courses – ability to teach undergraduate software courses is especially desirable. Candidates must have demonstrated capability in research. Research in the area of computer communication networks is especially desirable, but research in any one or more of the following areas is of interest: communications network management and systems; network computing and operating systems and middleware, network protocols; teletraffic; multimedia communications systems; software engineering, including software architecture, development methodologies, object-oriented techniques, software quality, testing, maintenance, and systems analysis; real time systems, embedded systems and software/hardware interfaces; signal processing; systems and machine intelligence. The department takes full advantage of the high concentration of industry, government and university communications and information technology-oriented research and development in the Ottawa area. It has a strong track record of research collaboration with many of the area's software and communications industries. It is a major participant in CITO (Communications and Information Technology Ontario), CITR (Canadian Institute for Telecommunications Research) and other research consortia. Preference will be given to candidates with a track record of teaching, research, collaboration with industry and the ability to attract research funding. More information on the department is available from its web page at http://www.sce.carleton.ca. Applications, with a curriculum vitae and the names of three referees should be sent to: Dr. J. Chinneck, Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6 Canada; Telephone: (613) 520-5742; Fax: (613) 520-5727; Email: chinneck@sce.carleton.ca. Applications will be accepted as long as the position remains unfilled. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Persons from those groups are encouraged to apply.

UNIVERSITY OF MANITOBA — The Department of Civil and Geological Engineering invites applications for three tenure-track faculty positions in the areas of engineering mechanics (civil engineering applications), environmental engineering, and water resources engineering with starting dates of January 01, 2001 or as soon as possible thereafter. For all positions, the successful candidate: 1) must hold a PhD degree in the relevant area of interest; 2) be eligible for registration with the Association of Professional Engineers and Geoscientists of Manitoba (preference will be given to candidates with a first degree in Civil Engineering); 3) will be expected to teach at the undergraduate and graduate levels, supervise graduate students, and develop a strong externally funded research program; and 4) must possess excellent communication and leadership skills, and be committed to working in a team environment. Associate Professor/Engineering Mechanics: The successful candidate shall have experience in one of the following areas: solid mechanics, structural stability and structural dynamics. Knowledge of computer-aided modeling in support of our research programs is essential. Interest or expertise in composite and smart materials and in fracture mechanics will be considered additional assets. Starting salary is in the range of $65,000 to $75,000 and is commensurate with experience. Please refer to position AAL574 in all correspondence. Assistant Professor/Environmental Engineering: Candidates are expected to have a solid foundation in the applied sciences and fundamental experimentation. We are particularly interested in candidates with an interest in the broad area of water treatment with an emphasis on physical and chemical processes. Candidates who will focus on water treatment, aquatic chemistry, and contaminant remediation will be given preference. Starting salary is in the range of $55,000 to $60,000. Please refer to position AAH823 in all correspondence. Assistant Professor/Water Resources Engineering: We are interested in candidates with demonstrated excellence and experience in hydrologic modeling (surface and/or groundwater). A knowledge of GIS and remote sensing is essential. The department has developed strong partnerships with industry and government and the successful candidate is expected to further develop these partnerships. Starting salary is in the range of $55,000 to $60,000. Please refer to position ABW945 in all correspondence. The Department (www.umanitoba.ca/civil) has nineteen faculty members, ten support staff and nearly two hundred undergraduates. Over $1.5 million is attracted annually in research funding and eighty students are enrolled in graduate studies. Well-equipped facilities are available for research. The Department hosts the administrative headquarters for ISIS Canada, a Network Centre of Excellence in Intelligent Sensing for Innovative Structures (www.isiscanada.com). The University of Manitoba is the oldest university in Western Canada. Winnipeg (www.city.winnipeg.mb.ca) is a mature city known for its high standard of living, affordable housing, rich cultural scene, and proximity to outstanding wilderness areas. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canada Immigration this advertisement is directed to Canadian citizens and permanent residents. Applicants should forward a detailed curriculum vitae, a statement describing teaching and research interests, and names and addresses (fax/email included) of three referees to Professor Emery Lajtai, Acting Head, Department of Civil and Geological Engineering, 342 Engineering Building, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V6 (email: lajtai@ecc.umanitoba.ca). Applications should be received by November 6, 2000, but continue to be accepted after this date until the position is filled.

McMASTER UNIVERSITY — Tenure-Track Position in Physical Metallurgy. The Department of Materials Science and Engineering at McMaster University is seeking an outstanding individual for a position that is becoming available due to expansion in the physical metallurgy area. This position is subject to final budgetary approval of a new Centre for Automotive Materials at McMaster University. The new tenure-track position will be at the Assistant or Associate Professor level, depending on the experience of the candidate. Applicants must have a PhD in Materials Engineering or a closely related discipline and have research interests in physical metallurgy and phase transformation, preferably in the area of aluminum and its alloys. The successful candidate will demonstrate a strong commitment to scholarly publication, along with the ability to relate theory to industrial practice. The appointee will be expected to contribute to teaching in both our graduate and undergraduate programmes and to develop a strong research programme. The position offers the opportunity to interact with the existing members of the automotive materials research group, consisting of six faculty members. The automotive materials centre will have considerable start-up funds to support relevant research. It will also serve to attract additional industrial involvement. Applicants should send a letter of application, resume, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with addresses). The position will remain open until it is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. McMaster University is an equal opportunity employer. Please send the application materials to the Chair, Department of Materials Science and Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. Our web site is http://mse.eng.mcmaster.ca.

UNIVERSITY OF MANITOBA — Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Biosystems Engineering, Faculty of Agricultural and Food Sciences, University of Manitoba. The applicant should have a PhD degree in an engineering discipline with an emphasis on biological systems, such as Biosystems, Biological, Agricultural, Environmental, or Chemical Engineering. The successful candidate is expected to teach both undergraduate and graduate courses that will enhance the biological content in our Biosystems Engineering curricula and to register as a Professional Engineer in the Province of Manitoba. The applicant should show potential to develop a strong externally sponsored research program in an area related to the interaction of engineering with biology such as waste management, environmental sustainability, bio-processing, or biosensors. The successful candidate is expected to collaborate with the other departments in both teaching and research. Applications are accepted until November 1, 2000 and the position is to be filled effective January 1, 2001. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Women are particularly encouraged to apply. Applications including a curriculum vitae, a one-page statement of teaching and research interests, university transcripts, and name, address and phone number of three professional references should be sent to: Dr. Q. (Chong) Zhang, Head, Department of Biosystems Engineering, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, Tel: (204) 474-9819, Fax (204) 474-7512, E-mail: zhang@ms.umanitoba.ca.

THE UNIVERSITY OF WINDSOR invites applications for tenure-track positions in all areas of Engineering commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2566; Fax. 519.971.3622, Email: appteng@uwindsor.ca.

THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities

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QUEEN'S UNIVERSITY AT KINGSTON

Assistant Professor in Spanish Peninsular Literature of the Golden Age

Queen's University Department of Spanish & Italian invites applications from excellent teachers and researchers for a tenure-track position beginning July 1, 2001 at the Assistant Professor level in Spanish Peninsular Literature of the Golden Age. Additional expertise in the area of Spanish Philology would be considered an asset. Salary will reflect qualifications and experience. The deadline for applications is *November 17, 2000*. Letter of application together with curriculum vitae and three letters of reference should be sent to:

Professor Daniel Chamberlain, Head
Department of Spanish & Italian
Queen's University
Kingston, Ontario, Canada K7L 3N6

Queen's University has an Employment Equity programme and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

TENURE-TRACK POSITIONS

ASSISTANT PROFESSORS (SOCIAL WORK)

The College of Arts, Social & Health Sciences has exciting opportunities awaiting creative, energetic, and adventuresome social workers who are comfortable working with people from a variety of backgrounds and cultures and who want to contribute to the development of social work education in the regions served by UNBC. Three social work tenure-track positions are available at the assistant professor level. A child welfare specialization position is located in Prince George and two positions are located at regional campuses.

Applicants will possess a graduate degree in Social Work with extensive relevant practice experience, although a doctorate (or a doctorate near completion) with practice and research experience is preferred. Applicants must be able to teach in a range of practice/policy areas including for example: child welfare, substance use, aboriginal issues, community development, communications, group work, etc. Applicants for all three positions must have demonstrated experience in field education instruction and supervision at the BSW level. Preference will be given to candidates with post-degree experience in social work practice in northern and remote settings, and who have taught at the BSW and MSW levels.

Social Work education at UNBC provides BSW and MSW degrees and is committed to a program of studies informed by a central concern for human rights, personal empowerment, community change, social justice and anti-oppression. Incorporating critical social thinking, the program emphasizes social work in northern and remote communities, aboriginal issues, women in human services, and community practice and research through courses that recognize the integration of practice, policy, and research.

Applications must be received by January 31, 2001.

Please forward your letter of application, curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Poff, Vice President (Academic), University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300** Please direct inquiries to: **Glen Schmidt, Social Work Program; Tel: (250) 960-6519 or e-mail: schmidt@unbc.ca.**

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

For more information, visit our Web site: **www.unbc.ca**

IN ACCORDANCE WITH CANADIAN IMMIGRATION REQUIREMENTS, PRIORITY WILL BE GIVEN TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA. THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA IS COMMITTED TO EMPLOYMENT EQUITY AND ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

QUEEN'S THEOLOGICAL COLLEGE

at Queen's University

Principal

Queen's Theological College is now seeking applications and nominations for the position of Principal, to begin June 1, 2001.

Queen's Theological College is fully accredited by the Association of Theological Schools and is a Testamur-granting institution of The United Church of Canada. The College is affiliated with Queen's University in the granting of graduate degrees, offering programs in Theology and Religious Studies.

The Principal is to provide leadership to all involved in the educational process, overseeing the work of the College, its faculty and staff, and ensuring that the College life and work are carried out in accordance with its expressed mission, values, goals and established policies.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Queen's welcomes diversity in the work place and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Further details and position description may be obtained from the address below. Applications and nominations will be received until 10 November, 2000. Please send to:

Anne MacDermaid
Chair of the Search Committee
Queen's Theological College
Kingston, ON K7L 3N6
Phone: 613-533-2110 Fax: 613-533-6879
Email: macderma@post.queensu.ca or 3lmp8@post.queensu.ca

can be obtained at http://www.ece.uwaterloo.ca. Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; e-mail: miller@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering, at the University of Waterloo, invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering. Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs. Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering. The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario. Applications will be considered until the positions are filled. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to: Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca

ENGLISH

UNIVERSITY OF SASKATCHEWAN — Department of English. Applications are invited from scholar-teachers of Aboriginal ancestry for a tenure-track position in the Department of English at the University of Saskatchewan to develop innovative undergraduate and perhaps graduate courses in Aboriginal literature and culture. Candidates should be prepared to offer the PhD and/or demonstrated alternative qualifications in the study, research, and teaching of Aboriginal cultural production, including textual production, and/or be an artist with substantial published literary work. It is expected that the appointment will commence on 1 July 2001, the rank to be determined by the qualifications of the successful applicant. Applicants should send a curriculum vitae, transcripts, and ask three referees to write directly to Professor Paul Bidwell, Head, Department of English, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5 no later than 15 November 2000. Applicants are invited to consult www.usask.ca/english and/or Professor Bidwell for additional information about this appointment, about the Department, and about the University, including its various programs for Aboriginal students. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. The qualifications for this position have the approval of the Saskatchewan Human Rights Commission. Women and people with disabilities are encouraged to apply and are invited to identify themselves as members of these designated groups on their applications. We also invite applicants to submit information regarding non-traditional forms of research. This position has been cleared for advertising at the tiet-two level. Applications are invited from qualified individuals, regardless of their immigration status, though Canadian citizens and permanent residents of Canada will receive first consideration.

YORK UNIVERSITY — The Faculty of Arts invites applications for a full-time, tenure-track position in English as a Second Language at the Assistant Professor level, to commence July 1, 2001, subject to budgetary approval. The person appointed will have the background and qualifications to pursue an active program of research in her/his areas of expertise, demonstrated by a record of publications and conference presentations. A PhD in TESL or Applied Linguistics and a recognized university administered TESL/TEFL certificate, eg. at least Ontario Ministry of Education Additional Qualification Part III Specialist, or such qualifications as the University of Toronto or Carleton University TESL Certificates, or the equivalent, are required. Extensive experience teaching content-based ESL (all skill areas) to university undergraduates, preferably in credit courses, is required and experience at the university level in interdisciplinary and Canadian studies is desirable. In addition to teaching credit ESL courses, duties may include teaching in the Faculty of Graduate Studies (Graduate Program in Theoretical and Applied Linguistics) and in the TESOL Certificate Program. Salary will depend on qualifications and experience. Candidates should submit representative publications when applying. A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, and teaching evaluations should be sent to: Prof. Nicholas Ellison, Chair, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, S561 Ross Bldg., Toronto, Ontario M3J 1P3. Candidates should arrange for three letters of recommendation to be sent to the address above prior to the publication deadline, and should list in the same position, e-mail address and telephone numbers of those referees in the application letter. Deadline for completed applications is November 30, 2000. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Languages, Literatures and Linguistics welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be obtained by calling the Affirmative Action Office at (416) 736-5236. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CARLETON UNIVERSITY — The Department of English Literature invites applications for a tenure-track position at the assistant professor level, effective July 1, 2001, subject to budgetary approval. We are seeking candidates with expertise in any of the following areas: Medieval, Seventeenth-Century, and Victorian. Departmental assignments will include teaching core courses at the undergraduate level and both teaching and supervising in the M.A. program. Department members with a demonstrated interest in Cultural Theory may also participate in a new inter-disciplinary doctoral program. Applicants will have completed the PhD. Teaching experience and a strong record of research and publication are desirable. Applications received after December 1st may not be considered. Completed applications should include a letter of application, a curriculum vitae, academic transcripts, three letters from referees, and samples of writing or published work. Please arrange to have these materials forwarded to: Larry McDonald, Chair, Department of English, 1125 Colonel By Drive, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

McGILL UNIVERSITY — The Department of English invites applications for a tenure-track position in Shakespeare at the rank of Assistant Professor to begin on September 1, 2001. PhD is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/english.html. Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than November 15th. Applicants who wish to receive an acknowledgment should include a stamped (Canadian postage please), self-addressed postcard. In accordance with Canadian and Quebec Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to: Professor Maggie Kilgour, Chair, Department of English, McGill University, 853 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2T6.

McGILL UNIVERSITY — The Department of English invites applications for a tenure-track position at the rank of Assistant Professor to begin on September 1, 2001. PhD is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/english.html. Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than November 15th. Applicants who wish to receive an acknowledgment should include a stamped (Canadian postage please), self-addressed postcard. In accordance with Canadian and Quebec Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to: Professor Maggie Kilgour, Chair, Department of English, McGill University, 853 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2T6.

UNIVERSITY OF MANITOBA — The Department of English at the University of Manitoba offers M.A. and PhD programs in literature and undergraduate programs in literature, film and theatre. The Department operates a media lab and offers both scholarly and creative thesis options for the M.A. We invite applications for a full-time tenure track position at the rank of Assistant Professor, beginning July 1, 2001, or soon thereafter (subject to final budgetary approval). We welcome applications in Modern British Literature and Critical Theory. We particularly invite applications from persons who have a substantial background in both these areas, who have interdisciplinary interests and expertise and who are able to teach general as well as specialized courses. Applicants must have completed the PhD by the date of appointment. Salary will be commensurate with experience and qualifications. The successful candidate will be expected to teach a first-year course as well as undergraduate courses in his or her area of specialization, and will be granted a half course load reduction for the first two years. Staff are eligible to apply to university programs in aid of research, and will receive both a travel and a professional development allowance. Additional duties will include research and department/community service. The University of Manitoba is located in Winnipeg, Manitoba, a vibrant city with a highly developed arts and cultural scene, including symphony orchestra, ballet, opera, and very active writing, film and theatre communities. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a letter of application, curriculum vitae, teaching dossier and writing sample. We ask that you arrange to have original transcripts of all post-secondary work and three letters of reference to be forwarded, no later than December 1, 2000, to: Professor David E. Arnason, Head, Department of English, 625 Fletcher Argue Building, University of Manitoba, Winnipeg, Manitoba, Canada R3T 5V5.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of English. Assistant Professor: 10 month term beginning 1 August 2001, subject to budgetary approval. A PhD in hand or near completion is required, area of specialization is open. The successful candidate will be required to teach introductory and junior-level courses in genre and national literatures. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interest, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Malcolm Greenshields, Acting Chair, Department of English, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2378, Fax: (403) 382-7151, or E-mail: ramtej@uleth.ca. The closing date for applications is December 1, 2000.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of English. Assistant Professor: probationary (tenure-track) beginning 1 July 2001, subject to budgetary approval. A PhD in postcolonial literature with emphasis on the period after 1950 is required by the time of appointment. The successful candidate will be required to teach contemporary literature in a variety of national traditions, in addition to introductory and junior-level courses. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Malcolm Greenshields, Acting Chair, Department of English, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2378, Fax: (403) 382-7151, or E-mail: ramtej@uleth.ca. The closing date for applications is December 1, 2000.

McMaster University

2001 Tenure-Track Appointments Faculty of Humanities

McMaster University is a full-service university with a comprehensive set of academic programmes, at both undergraduate and graduate levels, in Business, Engineering, Health Sciences, Humanities, Science, and Social Sciences. The Faculty of Humanities comprises seven core academic units, with approximately 120 full-time Faculty, in a School of Art, Drama and Music, and Departments of Classics, English, French, History, Modern Languages, and Philosophy. Approximately 1600 full-time and 450 part-time undergraduate students and 170 graduate students are currently enrolled in Humanities programmes. Additional information about the Faculty of Humanities may be obtained at www.humanities.mcmaster.ca.

The current minimum annual salary at the Assistant Professor level is $43,123 as of July 1, 2000. Commencement date for all appointments will be July 1, 2001. Applications received by **November 15, 2000** will be assured of consideration.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Department of History

The Department of History invites applications for a tenure-track position in modern British History, at the rank of assistant or associate professor. The successful candidate will have a completed PhD and demonstrated excellence in teaching and research.

Candidates with research interests in late 19th and 20th century British history are encouraged to apply. The successful applicant will join a doctoral programme in British history, and teach both graduate and undergraduate courses.

The Faculty of Humanities has designated the Bertrand Russell Research Centre, and Peace Studies as strategic priorities within the Faculty. Applicants for this position would be expected to participate in the Centre's research and publication activities, including The Collected Papers of Bertrand Russell, as well as an emerging university-wide programme in peace and conflict studies.

Applications including curriculum vitae, academic transcripts, and reference letters from three academic referees should be addressed to **Dr. Virginia H. Aksan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L9** (vaksan@mcmaster.ca). For further information about the Department and its teaching staff, see www.humanities.mcmaster.ca/~history/histhome.htm.

Department of French

The Department of French invites applications for a tenure-track position at the Assistant Professor level in Translation. The successful candidate will have a PhD and demonstrated excellence in teaching and research. It is anticipated that he or she will teach courses in applied translation (English into French) in the Department of French (taught in French), and in translation theory and communication across cultures in the Honours programme in Linguistics administrated by the Department of Modern Languages and in a proposed new programme in Communication Studies. The latter courses would be taught in English. An interest in such areas as machine translation, artificial intelligence and natural language processing is particularly welcome.

Applications, including curriculum vitae, sample publications and letters sent by three academic referees, should be addressed to **Professor Owen Morgan, Chair, Department of French, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2.**

Department of English

The Department of English invites applications for a tenure-track appointment at the level of Assistant Professor in the area of Twentieth-Century British and/or Irish Literature and Cultural Studies. The successful candidate will have a PhD and demonstrated excellence in teaching and research. Duties will include teaching and supervision in undergraduate and graduate English programmes, which include recently introduced courses on Cultural Studies as well as possible teaching in undergraduate Comparative Literature and/or Communication Studies programmes. Interest and previous participation in interdisciplinary teaching or research will therefore be an asset.

Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: **Donald C. Goellnicht, Chair, Department of English McMaster University, 1280 Main Street West, Hamilton, Onterio L8S 4L9.**

School of Art, Drama and Music Film and New Media Performance

The School of Art, Drama and Music invites applications for a tenure-track appointment at the rank of Assistant Professor in Film and New Media Performance. The School of Art, Drama and Music is one of the fastest growing academic units in the Faculty of Humanities and provides an environment that encourages interdisciplinary activities.

The successful candidate will have a PhD, with a specialization in theory and aesthetics of Film and New Media Technologies and Performance. Teaching duties will include undergraduate courses in Film and New Media in the arts. Preference will be given to candidates who conduct research in one or more of the following areas: Film; New Media and Performance; Dramatic Performance and the Other Arts; Television Studies; Women's Studies; Communication Studies. Teaching experience, a strong commitment to teaching excellence and record or compelling promise of research and publication is required. Candidates should be willing and able to engage in interdisciplinary teaching and scholarship within the School and within the Faculty, including a proposed new programme in Communication Studies.

Letters of application, including curriculum vitae, should be addressed to: **Dr. J. Deaville, Director, School of Art, Drama and Music, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2.** Candidates should also arrange to have three letters of reference sent directly to the above address.

School of Art, Drama and Music Multimedia and Digital Video

The School of Art, Drama and Music invites applications for a tenure-track appointment at the rank of Assistant Professor in Multimedia and Digital Video. The School of Art, Drama and Music is one of the fastest growing academic units in the Faculty of Humanities and provides an environment that encourages interdisciplinary activities.

Applicants should have either an M.F.A. or a PhD in Film Studies, Communications or a related discipline. Applicants should have demonstrated experience teaching multimedia courses with hands-on creative components. Teaching duties will include undergraduate courses in digital video, animation, time-based media and core multimedia as part of a new Multimedia programme at McMaster University. The successful applicant should have significant computer experience, including the development of multimedia works with digital video components. Preference will be given to candidates with a record or compelling promise of research in one or more of the following areas: New Media, Hypermedia, Film, Digital Media or Video Art. Experience with Internet streaming media technologies and XML would be an asset. The successful candidate will be expected to contribute to interdisciplinary programmes and scholarship within the School, and to teaching, research and administration in the School, the Faculty of Humanities and the University at large, including a proposed new programme in Communication Studies.

Letters of application, including curriculum vitae, and a portfolio of multimedia and digital video work should be should be addressed to: **Dr. J. Deaville, Director, School of Art, Drama and Music, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2.** Candidates should also arrange to have three letters of reference sent directly to the above address.

UNIVERSITY OF NEW BRUNSWICK — The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track appointment in Renaissance non-dramatic literature, effective 1 July 2001. Candidates must hold the PhD and must be able to demonstrate a strong commitment to research and teaching. Interested individuals should ask three referees to send letters and should themselves forward a letter of application, a detailed curriculum vitae, a sample of their critical writing, and a transcript of academic record to: Dr. Randall Martin, Acting Chair, Department of English, The University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3 Canada. The deadline for applications is 31 October 2000. In accordance with Canadian immigration requirements, this announcement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is Committed to the Principle of Employment Equity

UNIVERSITY OF OTTAWA — Medieval Literature. The Department of English at the University of Ottawa announces the opening of a full-time, tenure-track position in Medieval Literature, at the Assistant Professor level, starting July 1st 2001. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, one writing sample, and have three letters of reference forwarded before November 30th, 2000 to: Keith Wilson, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITY OF BRITISH COLUMBIA — The Department of English at the University of British Columbia seeks to fill two tenure-track positions in Twentieth Century British Literatures at the rank of Assistant Professor beginning 1 July 2001. We are inviting applications in the areas: 1. of early 20th century British Literature and Modernism, and 2. in late 20th century British Literatures and Postmodernism. In the first position, the successful candidate will also have interests in late 19th century English literature, including drama, and culture. In the second position, the successful candidate will have broad interests in contemporary writing, new media, and the analysis of literary and cultural diversity. Humanities computing is an important asset, as is experience with interdisciplinary teaching and research. The successful candidates will be expected to have the intellectual breadth and flexibility that the Department needs as it moves in new directions. The requirements are a completed PhD, a commitment to scholarship reflected in published or publishable research, and some teaching experience at the post-secondary level. Both positions are subject to funding, and salary will be commensurate with qualifications and experience. With their letter of application, applicants should send a current c.v. and a writing sample, and should arrange for three letters of reference to be forwarded to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1. Complete applications must be received by 15 November 2000. The UBC English Department includes 52 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. New faculty are given some course release in their first two years as well as a start-up research grant. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications must identify citizenship and/immigration status. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has one tenure-track position available in the area of American Literature. Please see our full-page display ad in this issue.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in English Language and Literature in the area of Creative Writing and Canadian Literature commencing as early as January 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Katherine Quinsey, Chair, English Language and Literature, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2289; Fax: 519.971.3676, Email: kateq@uwindsor.ca

UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in the Department of English at the assistant professor level in Sixteenth-Century Non-Dramatic Literature. A PhD in this area and demonstrated strengths in teaching and research are required. Duties will include teaching undergraduate and graduate courses. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 2001 Send resumes, transcripts, writing samples, and letters of reference no later than 1 December 2000 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in the Department of English at the assistant professor level in Writing and Rhetoric. We are interested in candidates who can contribute to our Rhetoric and Professional Writing programs, particularly in one or more of the following areas: history or theory of rhetoric, history or theory of professional writing, business/technical communication. The successful candidate will teach a large section of a specialized writing course for students in Mathematics or other faculties in addition to undergraduate and graduate courses and supervision in English department programs. A PhD and demonstrated strengths in teaching and research are required. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 2001. Send resumes, transcripts, writing samples, and letters of reference no later than 3 January 2001 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1 The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds

THE UNIVERSITY OF TORONTO at Mississauga, Erindale College, English, and the University of Toronto at Scarborough, Scarborough College, English, invite applications for two tenure-stream positions: Assistant Professor, Department of English Qualifications: PhD in English with specialization in American Literature Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in American Literature. Duties consist of research and undergraduate and graduate teaching Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications. Send applications and c.v. to Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 3K1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible. Include ONE writing-sample of not more than 25 pages. Appointment commences 1 July 2001. Applications arriving after 17 November 2000 may be too late. The University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities

UNIVERSITY OF TORONTO — Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with specialization in 19th and early 20th-century Canadian literature. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in the above area. Duties consist of research, undergraduate and graduate teaching. Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications. Send applications and c.v. to Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 3K1 Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible. Include ONE writing-sample of not more than 25 pages. Appointment commences 1 July 2001. Applications arriving after 17 November 2000 may be too late. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

UNIVERSITY OF TORONTO — Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with specialization in 18th-Century Fiction Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in the above area Duties consist of research and undergraduate and graduate teaching Applicants must demonstrate clear strength in both Salary commensurate with experience and qualifications. Send applications and c.v. to Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 3K1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible Include ONE writing-sample of not more than 25 pages. Appointment commences 1 July 2001. Applications arriving after 17 November 2000 may be too late. The University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

UNIVERSITY OF TORONTO — Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto Qualifications: PhD in English with specialization in North American aboriginal literatures A sub-field is also particularly valuable. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in the above area. Experience with North American aboriginal communities is an asset. Duties consist of research, undergraduate and graduate teaching Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications Send applications and c.v. to Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 3K1 Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible. Include ONE writing-sample of not more than 25 pages. Appointment commences 1 July 2001 Applications arriving after 17 November 2000 may be too late In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent residents of Canada The University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

UNIVERSITY OF TORONTO — Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto Qualifications: PhD in English with specialization in 19th-Century Fiction Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in the above area Duties consist of research and undergraduate and graduate teaching Applicants must demonstrate clear strength in both Salary commensurate with experience and qualifications Send applications and c.v. to Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 3K1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible Include ONE writing-sample of not more than 25 pages. Appointment commences 1 July 2001. Applications arriving after 17 November 2000 may be too late. The University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

ENTREPRENEURSHIP

UNIVERSITY OF WATERLOO — Eyton Chair in Entrepreneurship. Applications are invited from outstanding individuals for a tenure stream appointment to the Eyton Chair in Entrepreneurship This appointment can be made at any level, commencing after January 1, 2001, and will be located in the Department of Management Sciences in the Faculty of Engineering. We are seeking someone with a PhD who is capable of teaching, research and graduate supervision in the area of entrepreneurship. The successful candidate is expected to have a strong research focus applicable to technology-based or knowledge-intensive ventures The Department's current research interests include entrepreneurship, management of technology, behavioural information systems, and applied operations research. Applicants can learn more about the Department at: http://mansci2.uwaterloo.ca/. The University of Waterloo is noted for its innovative programs, including the largest co-operative education activity in the world, and for its ability to attract the highest quality students The University is a Canadian leader in research, and prides itself on close co-operation with industry through co-op programs, research contracts and technology transfer The Waterloo region is a major industrial centre with a burgeoning high-tech sector, including many "spin-off" companies from research at the University of Waterloo Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Toronto and numerous outdoor and indoor recreational activities. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca, fax. 519-746-7252)

ERGONOMICS

BROCK UNIVERSITY — Department of Community Health Sciences, Faculty of Applied Health Sciences The Department of Community Health Sciences in the Faculty of Applied Health Sciences at Brock University is seeking applicants for a probationary/tenure-track position in ergonomics effective July 1, 2001. The Department is committed to excellence in both teaching and research and has opened a new and innovative program in Workplace Health with a Co-op component. The successful applicant will have an interest and experience in workplace health issues, and a completed PhD with an established record of research and publications. An ability to deliver undergraduate courses in ergonomics, and one of biostatistics or anatomy, as well as to supervise student research projects, is required. Brock University is in the middle of a major building campaign that includes 10,000 sq ft. of new laboratory and research space for the Faculty of Applied Health Sciences, with a dedicated workplace health laboratory Applications including a detailed curriculum vitae, teaching evaluations, and three letters of reference should be sent to Dr. John Hay, Chair, Department of Community Health Sciences, Faculty of Applied Health Sciences, Brock University, St.

UNIVERSITY OF CALGARY

On the edge and leading the way.
The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

Drama

The Department of Drama, Faculty of Fine Arts invites applications for an initial term (tenure-track) position in acting at the assistant professor level. Individuals with a demonstrated commitment to performance practice and production who have or will develop a creative and imaginative research program are encouraged to apply. Particular expertise in the use of voice and/or movement to animate and interpret dramatic text will be considered an asset.

Responsibilities will include teaching a range of courses in acting, contributing to the ongoing development of a dynamic and innovative acting curriculum at both the undergraduate and graduate levels, supervising students at the graduate level and participating in the creative work of the department's production season.

Preference will be given to applicants with the appropriate advanced degrees, teaching experiences based in the creative process, and professional theatre experience.

Candidates should submit the following package by **January 15, 2001**: An application letter with a statement of interest including professional strengths and teaching objectives, teaching record, examples of current work, a detailed curriculum vitae and three confidential letters of reference. Applications should be sent to: **Professor Douglas T. McCullough**, Head, Department of Drama, University of Calgary, 2500 University Drive N.W., Calgary, AB, Canada T2N 1N4 Ph: (403) 220-5423 E-mail: dtmccull@ucalgary.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

University Librarian

Applications and nominations are invited for the position of University Librarian, York University.

York University is the third largest university in Canada, serving a population of approximately 50,000 students from diverse cultures. In support of the University mission, York University Libraries pursue, preserve and disseminate knowledge by innovatively meeting the challenge of evolving information technologies; by building quality collections; and by planning and implementing services that support learning, teaching and research. The University Librarian oversees seven libraries in four buildings on two campuses. The libraries grow by about 43,000 volumes per year and currently comprise collections of over 2 million volumes and about 18,000 current print and electronic journal subscriptions, with an increasing emphasis on electronic access to information.

Reporting to the Vice-President Academic, the University Librarian is a key administrative leader equivalent to a Dean, responsible for overall administration, budget, planning, assessment, and policy development for library services, collections, information technology, and facilities; and for the promotion of the Libraries outside the University, working with the University's Advancement Office in fund-raising activities. In fulfilling these responsibilities, the University Librarian must work creatively and cooperatively with the University community. York seeks an individual with energy and vision, committed to excellence in the provision of library services and information resources in an increasingly digital world. The initial appointment is for a five-year renewable term, commencing July 1, 2001.

Candidates must hold an MLS degree from an ALA-accredited program; an additional advanced degree is preferred. Additional details and qualifications required for this position, and information about York University and its Libraries, may be found at *http://circus.yorku.ca/announcements/libsearch.*

Preference will be given to applications submitted by October 31, 2000. Applications, including a covering letter and current curriculum vitae, along with the names and e-mail addresses of at least three referees, should be submitted to:

Professor Sheila Embleton, Vice-President Academic
Chair, Search Committee for a University Librarian
S939 Ross Building
York University
4700 Keele Street
Toronto, Ontario, M3J 1P3

York University has a policy of employment equity, including affirmative action for women. York welcomes applications from women and men who are members of visible/racial minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF CALGARY

ROYAL BANK PROFESSORSHIP IN MANAGEMENT *(Finance)*

On the edge and leading the way.
The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The Faculty of Management is seeking a distinguished scholar from industry or academia, with an international reputation commensurate with an appointment to the new **Royal Bank Professorship in Management *(Finance)***. The Professorship is supported by funding from the Faculty's *Delivering Results Campaign.*

Candidates must have a PhD degree, and an outstanding research record in Finance that complements the area's current members. The candidate must have a high motivation for undergraduate and graduate training.

The position will commence July 1, 2001. The initial term of the Professorship is five years, renewable after appropriate review.

The Faculty of Management at the University of Calgary is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. Founded in 1967, the Faculty of Management is one of only seven Canadian business schools to gain accreditation from the AACSB – the International Association for Management Education.

Applicants should send a curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent **by November 30, 2000**, to:

David M. Saunders, PhD
Dean, Faculty of Management, University of Calgary
2500 University Drive N.W., Calgary, AB Canada T2N 1N4
Fax: (403) 284-7922 E-mail: dsaunders@mgmt.ucalgary.ca

For more information: www.ucalgary.ca/mg/postings

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanents residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

Cathannes, ON. L2S 3A1. E-mail: jhay@antne pec.brocku.ca The closing date for applications is December 15, 2000 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply More information on Brock University can be found on the University's website at www.Brocku.ca

EXERCISE SCIENCE

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to two tenure-track positions available — one in the field of Athletic Therapy and the other in the area of Physical Fitness Assessment and Exercise Intervention. Please see our full-page display ad in this issue

FAMILY STUDIES

UNIVERSITY OF BRITISH COLUMBIA — School of Social Work and Family Studies. Applications are invited for an Assistant Professor, tenure stream position Doctoral degree in Family Studies or a related discipline required Demonstrated ability and interest in high quality teaching desirable, excellence in research and the development of a program of research will be major criteria in selection. The successful candidate will be expected to teach undergraduate and graduate (M.A.) courses on the family and marital dynamics and the quantitative analysis of family data At UBC the Family Studies undergraduate major and graduate programs take a family developmental, life span approach. In 1999 the Social Work and Family Studies programs were administratively merged to create the new School of Social Work and Family Studies. Faculty members cooperate and participate in research, development of courses, and administrative responsibilities. The School is housed in a recently constructed building with teaching and research facilities. Closing Date December 10, 2000 or until a suitable candidate is found Applications and curriculum vitae for the position, together with the names of three references, should be forwarded as soon as possible to Graham Riches, Director, School of Social Work and Family Studies, University of British Columbia, 2080 West Mall, Vancouver, B.C. V6T 1Z2 Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Subject to final budgetary approval, the appointment will begin July 1, 2001 or as soon thereafter as approval is received

FELLOWSHIP

UNIVERSITY OF TORONTO — CAMH-Rotman Research Institute. The Centre of Addiction and Mental Health (CAMH) and the Rotman Research Institute are offering a Postdoctoral Fellowship in the area of cognitive Human Psychopharmacology The position is open to candidates with specialization in psychiatry or neurology or recent PhD's in neuroscience, pharmacology or psychology with experience in human research The Fellowship will focus on understanding the cognitive and behavioural ramifications of dopamine manipulations in normal human volunteers, with a focus on the role of dopamine systems in driving the motivational and affective aspects of cognition, and how this might relate to its role in health and disease The Fellowship will be an opportunity to enhance expertise in research design and methods in cognitive psychopharmacology and gain expertise in neuroimaging. The stipend for the position will be consistent with the Canadian Institutes of Health Research recommendations. The Fellowship will begin spring 2001 and the search will remain open until a suitable candidate is found. Send a letter describing your interests and research experience and your interest in this position, along with a copy of your CV, to Dr. Shitij Kapur (tkapur@camhpet on.ca) Websites of interest (www.camh.net, www camhpet.on.ca, and www.rotman-baycrest.on.ca). **THE UNIVERSITY OF WESTERN ONTARIO** in conjunction with the Rotmen Research Institute of Baycrest Centre for Geriatric Care is offering a two-year research Fellowship in Neuroscience. The Fellow will work primarily at the London Health Sciences Centre with frequent contact with faculty at the University of Western Ontario and the Rotman-In Toronto The Fellow will have the unique opportunity to draw upon the expertise of faculty from these institutions to study the cognitive effects of focal surgical cortical resections, and collaborate in cortical stimulation and functional imaging studies. The preferred starting date is September 2001 (negotiable). A two-year commitment is required, with the option of a third year. Bursaries are in line with the policies of the Canadian Institutes of Health Research and include an allowance for travel and research expenses A minimum of 80% of the Fellow's time will be devoted to research and related activities Applicants should have a PhD, M.D. or equivalent degree. Applicants should submit a C.V. and relevant reprints, together with a cover letter describing current research interests and future research goals, and also arrange to have three letters of reference sent independently by December 1, 2000 to. Dr. Cynthia S. Kubu, Psychological Services, London Health Sciences Centre-University Campus, 339 Windermere Road, London, ON, N6A 5A5, Canada, email: cynthia.kubu@hsc.on.ca, www.lhsc.on.ca/psych/uc

FOODS & NUTRITION

UNIVERSITY OF MANITOBA — The Department of Foods and Nutrition, University of Manitoba, offers an integrated undergraduate program in foods and nutritional sciences, and a graduate program which emphasizes research on the relationship of dietary factors to chronic disease, community nutrition, food chemistry and quality of cereals, oil seeds, and functional food ingredients The Department invites applications for a tenure track position in the area of Food Quality Evaluation. Applicants for the position should hold a PhD in Food Science or a related discipline, with expertise in sensory analysis of foods. The successful candidate is expected to teach undergraduate courses in food composition, food quality, and sensory analysis, to participate in the graduate program of the Department and to develop an independent research program with external funding in an area of food quality assessment. The applicable salary range for an Assistant Professor is $42,524.00 to $55,040.00 (subject to final budgetary approval) Starting salary will be commensurate with qualifications. The University of Manitoba provides assistance with removal expense and offers a generous benefits package that includes both health and dental plans. Faculty members taking up their first appointment at a Canadian university have the opportunity to apply for infrastructure funding through the Canadian Foundation for Innovation New Opportunities Program. The University of Manitoba is a major research university, located in the city of Winnipeg. Winnipeg has a rich cultural environment, and there are ample opportunities for outdoor recreation in all seasons. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Applicants should send a curriculum vitae, transcripts, reprints, research objectives and the names, addresses and telephone numbers of three references to Dr. B Watts, Chair of Search Committee, Department of Foods and Nutrition, University of Manitoba, Winnipeg, Manitoba, Canada R3T 2N2, Tel: (204) 474-8069, E-mail: watts@ms. umanitoba.ca. Applications will be accepted until November 15, 2000 or until the position is filled.

FRENCH STUDIES

UNIVERSITY OF WATERLOO — The Department of French Studies invites applications for a tenure-track appointment at the rank of Assistant Professor beginning July 1, 2001. The required qualifications are PhD in French with a specialization in the area of contemporary French literature and French Cultural Studies. Special consideration will be given to candidates with knowledge of information technology and its application. The Department seeks an active researcher with excellent teaching credentials. Duties include teaching at the undergraduate and graduate level and supervising graduate students. Applicants should consult the web page for information about the Department at: www.uwaterloo.ca/fren. Applications accompanied by a curriculum vitae and the names and addresses of three referees should be sent by December 31, 2000 to P.G. Socken, Chair, Department of French Studies, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. Fax: 519-725-0554. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

FRENCH

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, French. Assistant Professor: probationary (tenure-track) beginning 1 July 2001, subject to budgetary approval. A PhD in French is required, with specializatrom m 18th, 19th or 20th century literature. The successful applicant will have native or near-native fluency in French and English, and some experience teaching French as a second language at the post-secondary level Competency in Computer-Assisted Language Learning would also be an asset, as would the ability to teach Spanish or German.. A strong commitment to and an appropriate record of scholarship and original research are required The successful applicant will teach undergraduate French language & literature courses at all levels from beginners to advanced The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicatons should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send the material and arrange for the letters of reference to be mailed directly to: Professor Barbara Dickinson, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2560, Fax: (403) 329-5187, or E-mail: erickson@uleth.ca The closing date for applications is December 15, 2000

THE UNIVERSITY OF WINDSOR invites applications for several positions in French Language and Literature commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Susan Wendt-Hiddebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2873; Fax 519 971 3648, Email: swh@uwindsor.ca

GEOGRAPHY

THE UNIVERSITY OF REGINA, Department of Geography invites applications for a one-year Term position (subject to budgetary approval) in Physical Geography at the Assistant Professor level, beginning January 1, 2001. The successful candidate will be required to teach introductory physical geography as well as advanced-level courses in geomorphology and hydrology Descriptions of the Department's programs are available upon request (306-585-4222), or from the University of Regina website http://www.uregina.ca/arts/geography. Candidates should have a PhD in Geography or ABD, and be able to contribute to the Department's undergraduate and graduate programs. Applicants should submit a curriculum vitae and arrange for the forwarding of three letters of reference and transcripts to: Dr. K. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2; (fax 306-585-5368) Closing date for applications is November 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

UNIVERSITY OF TORONTO — The Department of Geography and Programme in Planning, University of Toronto, invites applications for three positions commencing July 1st, 2001 in the following areas: 1) A tenure-stream position at the Assistant or Associate Professor rank in Urban Social Geography. The appointee would be expected to contribute to graduate teaching and supervision and undergraduate teaching in a combination of fields, including urban geography, population, social diversity, gender studies and immigration, as well as research methodology. Areas of regional expertise are open, but an interest in North American urbanizatron is desirable. 2) A tenure-stream position at the Assistant Professor rank in Physical Geography We seek candidates with expertise in landscape processes and/or evolution with special interest in soil science or geomorphology. Modeling using a field and laboratory approach would complement the Department's considerable strength in these areas. The successful candidate will be expected to develop an externally funded research program and undertake graduate supervision and teaching. Teaching at the undergraduate level will be in both B.Sc and B.A. programs. For each of the above, the successful candidate must have a PhD in geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to teaching 3) A teaching-stream position at the Lecturer rank in Geographic Information Systems. Under university policy, appointees to teaching stream positrons may be eligible for a continuing appointment after five years. The successful candidate will direct development of GIS teaching and delivery components in our undergraduate and graduate programs that cover all aspects of geography, planning and urban design. Responsibilities include teaching introductory GIS and participation in cross-disciplinary GIS teaching and research initiatives within the Faculty of Arts and Science. The successful candidate will have graduate training in Geography and GIS, at least to the Master's level and preferably to PhD, and some teaching experience Applications should be accompanied by a file explaining the form, content and methods of this teaching experience. Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Candidates should send their curriculum vitae, statements of teaching specializations and research interests, copies of reprints, as well as arrange to have letters from three referees forwarded, before November 15th, 2000 to Professor Joseph Desloges, Chair, Department of Geography & Programme in Planning, University of Toronto, 100 St George Street, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3 Please note that no email applications will be accepted

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Geography invites applications for a tenure-track position in Environmental Geography at the Assistant Professor level. The Department interprets 'environmental geography' in a broad and interdisciplinary sense. We seek a colleague who will foster connections between human and physical geography and with those undertaking work in resource management and sustainability elsewhere in the university The position is subject to final budgetary approval. The appointment will be effective July 1, 2001, and candidates should have completed their PhD by that date. The deadline for receipt of applications is December 15, 2000; each application should include a curriculum vitae, a statement of teaching and research interests, and the names and e-mail addresses of four referees In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents UBC hires on the basis of merit and is committed to employment equity We encourage all qualified persons to apply All queries and applications should be directed to' Dr. Robert North, Chair, Search Committee, Department of Geography, University of British Columbia, 1984 West Mall, Vancouver, BC V6T 1Z2; FAX (604) 822-6150; e-mail rnorth@geog.ubc.ca; www.geog.ubc.ca.

GERMANIC & SLAVIC LANGUAGES & LITERATURES

UNIVERSITY OF WATERLOO — Assistant Professor of German, full-time, tenure-track, beginning September 1, 2001. The successful candidate must have a PhD or equivalent in hand by date of appointment. Fluency in German and English, and a strong commitment to research and teaching, course design and supervision at the undergraduate and graduate levels Knowledge of Russian and ability to work in Slavic languages a definite asset. Desired expertise and interest in one or more of the following areas: second language acquisition, CAI, education and industrial software applications, graduate instructional training The salary range is commensuate with qualifications and experience. The current floor for Assistant Professor is $41,116 Closing date for applications is December 15, 2000 Send inquiries or resumes to: Professor David G. John, Chair, Department of Germanic and Slavic Languages and Literatures, University of Waterloo, Waterloo, Ontario N2L 3G1. Tel: 519-888-4567, ext. 3684; Fax: 519-746-5243, e-mail: djohn@watarts.uwaterloo.ca Canadians and Permanent Residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

HISTORY & CLASSICS

UNIVERSITY OF ALBERTA — The Department of History and Classics, University of Alberta, invites applications for a half-time tenure-track appointment at the junior Assistant Professor level in Classics. Candidates should be prepared to teach senior undergraduate and graduate level courses and will also be expected to teach an introductory course in either World History or Classical Archaeology. Applications are invited from candidates in all areas of Classics. We are, however, particularly interested in candidates with research interests in some aspect of Classical material culture (archaeology, epigraphy, numismatics, papyrology) who could add further support to our strong archaeology program. Demonstrated excellence in teaching and research is essential. A PhD or equivalent is required prior to issuance of a contract. The Faculty of Arts at the University of Alberta has been engaged in an extensive process of renewal, and the current appointment in Classics is one of five new appointments in the last four years It is the Department's aim to maintain a strong and balanced program in Classics while at the same time encouraging innovative developments in the field. The Classics program is currently supported by faculty with specialist interests in a broad range of Classical study, including Greek and Latin literature, Greek and Roman history and Classical archaeology The Department has identified Classical archaeology as an emerging area of strength and has active programs of excavation in Italy and Tunisia. We have also recently established the 'University of Alberta School in Cortona.' The University of Alberta, in addition, offers excellent library resources in many areas of Classics. Other resources include an extensive Departmental slide library and the W.G. Hardy Museum of Classical Antiquities. Further information on the Department is available at the Department's web-site: http://www.ualberta.ca/~histclas/ The appointment will commence on 1 July 2001, conditional on funds being made available. The current salary floor for a half-time Assistant Professor is $21,027 (this salary is currently under negotiation) In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, a curriculum vitae, university transcripts, and representative samples of publications or other written work are required. In addition, three referees should be asked to send confidential letters of appraisal to Ms. Louise Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, Edmonton, Alberta, T6G 2H4, Canada. Closing date: October 23, 2000. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

HISTORY

UNIVERSITY OF REGINA — The Department of History, University of Regina, invites applications for a tenure-track position at the level of Assistant Professor in East Asian History, commencing July 1, 2001. Favourable consideration will be given to candidates with competence in both Chinese and Japanese history. Duties will include teaching at all levels. Applicants should have PhD completed or near completion. Salary will be commensurate with qualifications and experience In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents The University of Regina is committed to employment equity. Candidates should submit a curriculum vitae and arrange for the forwarding of three letters of reference by December 31, 2000 to: M. Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2 (fax: 306 585 5368). The position will close as soon as a suitable candidate has been identified. Information about the University of Regina and the Department of History is available at www.uregina.ca or e-mail to hist.dept@uregina.ca

YORK UNIVERSITY — Department of History (Arts), 19th and 20th Century Latin America The Department of History (Faculty of Arts) has renewed its search and invites applications for a tenure-track position at the rank of Assistant Professor in 19th and 20th century Latin American history Required qualifications include a completed PhD or equivalent and an ongoing program of research in the field. Candidates should show promise of excellence in teaching and in scholarly research and publication Salary is dependent on qualifications and experience The Department is keen to attract scholars who have an interest in the history of one or more of the following: cross-cultural contact; war; gender and sexuality; imperial and post-colonial issues. Candidates should submit a letter of application, including a curriculum vitae, and arrange for three confidential letters of recom-

Dean of Medicine
University of Saskatchewan

Applications and nominations are invited for the position of Dean of Medicine at the University of Saskatchewan, with appointment to take effect July 1, 2001. The initial term is normally for five years, and may be renewed by mutual agreement.

Located in Saskatoon, the University of Saskatchewan is a publicly funded institution. The University has approximately 17,500 degree students, 4,500 employees, and an operating budget of about $175 million. The annual research budget exceeds $60 million. The University offers a full range of curricula, both academic and professional, with students registered in thirteen colleges, including the full range of health sciences. The University has recently been awarded the Canadian Light Source (Synchrotron) by the Canada Foundation for Innovation. This national facility enlarges a remarkable range of research facilities available at the University of Saskatchewan and in Innovation Place, the adjacent research park.

The College of Medicine is Saskatchewan's only medical school and it plays a critically important role in health care education, research, policy and practice. The College was first accredited in 1957 by the Association of Canadian Medical Colleges, the Association of American Medical Colleges and Hospitals of the American Medical Association. The College is organized into 17 departments (5 basic science and 12 clinical), the School of Physical Therapy, and the Divisions of Continuing Medical Education and Oncology. Connected with the medical building is the Royal University Hospital of approximately 420 beds, with departments directed by the professional heads of the corresponding university departments. Clinical teaching is carried out also in St. Paul's Hospital and City Hospital in Saskatoon, and at the General Hospital and Pasqua Hospital in Regina.

A combined faculty of 225 and support staff of 191 support an enrolment of approximately 640 undergraduate, 210 postgraduate medical residents, and more than 110 graduate students. Each year 55 students are admitted to the Doctor of Medicine program, up to five of whom may be from out of province. For medical students who wish to undertake additional study in one of the medical sciences, a program is offered leading to the degree of Bachelor of Science in Medicine. The Bachelor of Science in Physical Therapy is offered through the School of Physical Therapy.

Four of the five basic science departments (Anatomy and Cell Biology, Biochemistry, Physiology, Microbiology and Immunology) offer B.Sc. degree programs through the College of Arts and Science and M.Sc. and Ph.D. programs through the College of Graduate Studies and Research. The College operating budget is approximately $15 million and research awards exceed $13.5 million annually. The Clinical Services Fund negotiated with Saskatchewan Health is a significant component of the overall funding support for the College and its activities.

Reporting to the Vice-President (Academic), the Dean is the chief executive officer of the College of Medicine, responsible for the overall management of the College and, specifically, its academic programs, personnel, budget, and facilities. The Dean is expected to provide effective leadership, contributing to the further development of the College and its programs in research, teaching, and service. The Dean is a member of the University's senior leadership team and works to develop effective external relationships, both for the College and for the University.

The successful candidate for this important role will be an experienced educator with a distinguished record of published research and scholarship and an ability to support and motivate research and teaching activities in Medicine. An innovative style of leadership, proven administrative abilities, a strong public presence, and excellent interpersonal skills are required.

Applications should be accompanied by a detailed *curriculum vitae* and the names of at least three referees. Letters of nomination should include biographical details of the nominee. The Search Committee will begin considering candidates in December, 2000.

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged in their applications to identify themselves as members of these designated groups. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Please respond in confidence to the address shown below:
Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

Janet Wright & Associates Inc.

mendation to be sent no later than 17 November 2000 to Professor Richard C Hoffmann, Interim Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 Canada (fax 416-736-5836) This position is part of a University-wide initiative to enhance international programs and research. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians Recently, York has included racially/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program Persons who are members of one or more of these three groups are encouraged to self identify during the selection process Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of History welcomes applications from women, racially/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's web site at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5313. All positions at York University are subject to budgetary approval.

UNIVERSITY OF ALBERTA — The Department of History and Classics, University of Alberta, invites applications for a tenure track appointment as an Assistant Professor in the area of medieval history of continental Europe (pre-1350 preferred) Candidates should be able to teach survey courses in medieval history, and senior undergraduate and graduate courses in the central/high middle ages Ability to teach one of the following would be an advantage women's history; cultural history, history of Christianity; history of science/technology/medicine, environmental history. The successful candidate will also be expected to teach an appropriate segment of the department's offerings in world history Demonstrated excellence in research and teaching is essential. The appointment will begin July 1, 2001, conditional on funding. The current salary floor for an Assistant Professor is $63,738 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, a curriculum vitae, university transcripts, and representative samples of publications or other written work are required In addition, three referees should be asked to send confidential letters of appraisal to Ms. Louise Jenkins, Secretary to the Hiring Committee, Department of History and Classics, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4 Closing date October 23, 2000 Further information on the Department is available at its website. www.arts ualberta.ca/~hist/dept. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF VICTORIA — Early Modern Europe Appointment. The Department of History at the University of Victoria invites applications for a tenure-track position in early modern continental European history at the rank of assistant professor beginning July 1, 2001 Area of specialization is open. Teaching responsibilities include an introductory survey on Europe since the Renaissance and senior courses preferably in the sixteenth and /or seventeenth centuries Participation in the Department's M.A and PhD programs will also be expected. Applicants should have a completed PhD, teaching experience, and demonstrated research qualifications Application, curriculum vitae, and at least three letters of reference should be sent by October 16, 2000 to Dr Eric W Sager, Chair, Department of History, University of Victoria, P.O Box 3045, Victoria, BC, Canada V8W 3P4 The History Department's web-site is http://web uvic.ca/history/ and the Department's email address is hist@uvvm.uvic.ca In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply, but are not eligible for appointment until a Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples

UNIVERSITY OF VICTORIA — History/ Slavonics Appointment. The Departments of History and Slavonics at the University of Victoria invite applications for a tenure-track position in Russian history and culture at the rank of assistant professor, beginning July 1, 2001. Area of specialization is open. Teaching responsibilities include undergraduate and graduate instruction in Russian and Soviet history and in Russian culture Applicants should have a completed PhD and demonstrated research qualifications Letters of application, curriculum vitae (including all university transcripts), and letters from at least three referees should be sent by October 31, 2000, to Dr Andrew Rippin, Dean of Humanities, University of Victoria, P.O Box 3045, Victoria, BC V8W 3P4 Dr. Rippin's email is arippin@uvvic.ca and the Humanities web-site is http://web.uvic.ca/humanities/ In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance Others are encouraged to apply, but are not eligible for appointment until a Canadian search is completed and no appointment made The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples

SIMON FRASER UNIVERSITY — Modern German History. The Department of History at Simon Fraser University invites applications for a tenure track appointment in Modern German History. Preference will be given to candidates with a research specialty in international history The position will begin in September 2001 The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research program in her/his area of specialization In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is November 24, 2000 Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Hugh Johnston, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6; FAX: (604) 291-5837

SIMON FRASER UNIVERSITY — 19th – 20th Modern French History. The Department of History at Simon Fraser University invites applications for a tenure track appointment in Modern French History (Since 1789). The position will begin in September 2001. The appointment will be made at the Assistant Professor level at a salary that matches qualifications Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme in her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants This position is subject to approval by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is November 24, 2000. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Hugh Johnston, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6; FAX: (604) 291-5837

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in History commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Bruce Tucker, Head, History, Philosophy and Political Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext 2347, Fax: 519 973 3610; Email: tucker1@uwindsor.ca.

ST FRANCIS XAVIER UNIVERSITY — The Department of History at St Francis Xavier University invites applications for a tenure-steam position in Modern Europe, with a specialization in France or Germany. The candidate should also be prepared to teach Global History or Western Civilization. The appointment is subject to budgetary approval and will be made at the rank of Assistant Professor. The successful candidate must have demonstrated ability for excellence in both teaching and research. Applicants should have a completed PhD and should have an established research programme in Modern European History. A summary of teaching experience, a statement of teaching philosophy and interests, and an outline of current and future research plans should accompany the letter of application. A curriculum vitae, letter of application, selected publications, and three letters of recommendation should be sent to: Dr J.-Guy Lalande, Chair, Department of History, St. Francis Xavier University, P.O Box 5000, Antigonish, Nova Scotia B2G 2W5, Phone: (902) 867-3947, e-mail: jlalande@stfx.ca. Consideration of applications will begin on 15 December 2000

ST. FRANCIS XAVIER — The Department of History at St Francis Xavier University invites applications for a tenure-steam position in American history, preferably with a specialization within the 19th and/or 20th centuries. The candidate should also be prepared to teach a U S survey course as well as Global History or Western Civilization. The appointment is subject to budgetary approval and will be made at the rank of Assistant Professor. The successful candidate must have demonstrated ability for excellence in both teaching and research Applicants should have a completed PhD and should have an established research programme in American History A summary of teaching experience, a statement of teaching philosophy and interests, and an outline of current and future research plans should accompany the letter of application. A curriculum vitae, letter of application, selected publications, and three letters of recommendation should be sent to: Dr J -Guy Lalande, Chair, Department of History, St. Francis Xavier University, P.O Box 5000, Antigonish, Nova Scotia B2G 2W5, Phone: (902) 867-3947, e-mail: jlalande@stfx.ca. Consideration of applications will begin on 15 December 2000

IMMUNOLOGY

UNIVERSITY OF MANITOBA — The Department of Immunology, Faculty of Medicine, University of Manitoba invites applications for a full time contingent Assistant Professor. Available Sept. 1, 2001, the position is open to PhD or M.D. applicants with 2 – 5 years postdoctoral experience and a strong record of high quality basic immunology research We particularly seek applicants with interests in immune regulation as it relates to transplant immunology and/or inflammatory disease. Excellent communication and teaching skills are required The position offers up to $500,000 initial support, excellent infrastructure and extensive collaborative opportunities in basic and clinical immunology. Applicants must be eligible to apply for a CIHR Scholarship. Starting salary is $52 – 56,000 pa See www.umanitoba ca/faculties/medicine/immunology The University of Manitoba encourages applications from qualified women and men, including visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should send CV, summary of prospective research and teaching interests, and names of three referees to Dr. Kent HayGlass, Chair, Search Committee, Department of Immunology, 730 William Ave , University of Manitoba, Winnipeg, MB, Canada, R3E 0W3 or hayglass@ms.umanitoba ca by November 15, 2000

INFORMATION STUDIES

UNIVERSITY OF TORONTO — The Faculty of Information Studies, University of Toronto, invites applications for a tenure-track position at the Assistant, Associate or full Professor level. The Faculty is committed to the interdisciplinary study of information practices, services and technologies within varied individual, organizational and societal contexts, with degree programs at the master's and doctoral levels. It takes an integrative, user-centred approach to conducting research and preparing graduates for a networked world in which information plays an increasingly important role FIS is well-positioned for this challenge with a thriving doctoral program, an innovative master's program with streams in Information Systems, Library and Information Science and Archival Studies, and a complement of faculty members with excellent research records. The Faculty is engaged in dynamic partnerships with the Department of Computer Science, the Knowledge Media Design Institute, the McLuhan Program in Culture and Technology, and other University-wide collaborative programs. The preferred candidate will have a research specialization and strong teaching competence in at least one of the following areas database and data management, web-based information systems/services, document technologies, knowledge discovery, information retrieval, multi-media systems, networked information systems and technologies. Qui new colleague joins an interdisciplinary faculty who are building an outstanding centre for the study of information by strengthening the constitutive intellectual strands and working them together in creative ways, in such integrative research areas as digital infrastructures, digital libraries, user-centred/participatory design, computer-supported cooperative work, human-computer interaction, social informatics, systems analysis and design, information systems policy and evaluation, knowledge media, metadata, knowledge management, classification, bibliographic control, and paper/digital integration. The candidate's research will enhance the Faculty's reputation as a leading-edge and internationally prominent research-intensive graduate information school. The candidate will be expected to teach core and required courses, offer electives in the information systems area, and supervise research at the Masters's and Doctoral levels. The University of Toronto is Canada's leading research-intensive university with an international reputation fostered by more than 16,500 researchers It is the top ranked university in the country by all national research funding bodies Its 52,000 students come from 119 countries to study in more than 100 disciplines Its library is ranked fourth among North American university libraries The main campus (where FIS is located) is situated in the heart of downtown Toronto, Canada's largest city and the fifth-largest in North America, which was recently declared by the United Nations to be the best place to live in the world. With a population that speaks 100 languages from 169 countries, Toronto is also one of the most culturally diverse cities in the world as well as the financial and technology centre of the country Applicants should possess a doctorate in information studies, computer science, or a related field, and should have proven ability in, or the potential for, excellent research, effective teaching and success in obtaining research grants. Applicants whose doctorate is near completion will also be considered; in such cases, initial appointment is that of lecturer. Applications, including curriculum vitae, up to three samples of research and the names of three references, should be sent to Dean Lynne Howarth, Faculty of Information Studies, University of Toronto,140 St George Street, Toronto, Ontario M5S 3G6 Canada, e-mail: howarth@fis utoronto ca; FIS web site http://www.fis utoronto.ca Review of applications will begin November 1?, 2000 and continue until the position is filled. The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas

JAPANESE

UNIVERSITY OF TORONTO — Japanese Language The Department of East Asian Studies at the University of Toronto invites applications for a position in Japanese language at the rank of Lecturer commencing either January 1 or July 1, 2001. The initial appointment would be for a one-year term with the possibility of re-appointment for up to four years. Requirements include (1) native or near-native Fluency in Japanese, (2) A Master's degree, preferably in a field related to Japanese linguistics or pedagogy; (3) language teaching experience at the university level, (4) demonstrated teaching excellence, (5) knowledge of pedagogical methodology, course-design and multi-media language instruction Student teaching evaluations would be helpful Responsibilities would include teaching and coordination of entry-level and intermediate level Japanese language courses. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas Please provide C.V and three letters of reference together with your letter of application to: R W.L Guisso, Chair, Department of East Asian Studies, 130 St. George Street, Room 14087, Toronto, Ontario M5S 3H1 Closing Date: October 31, 2000.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Japanese. Lecturer tenmonth term beginning 1 August 2001, subject to budgetary approval M.A. or its equivalent in Japanese preferred in one of the following areas language, literature, culture and civilization. The successful applicant will have native or near-native fluency in Japanese, adequate knowledge of English, and some experience teaching Japanese as a second language at the post-secondary level Interest in Computer-Assisted Language Learning is an asset. The successful applicant will be required to teach introductory and intermediate courses in Japanese language The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship The University is an equal opportunity employer and offers a non-smoking environment. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (UNC) For more information about the University please visit our web site at www.uleth.ca This position is open to all qualified applicants but preference will be given to Canadian citizens and permanent residents of Canada Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications (reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field Send this material and arrange for the letters of reference to be mailed directly to Dr Dayna Beth Daniels, Chair, Department of Kinesiology and Physical Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone. (403) 329-2680, or E-mail: daniels@uleth.ca The closing date for applications is December 1, 2000

KINESIOLOGY & PHYSICAL EDUCATION

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Kinesiology and Physical Education. Assistant Professor, probationary (tenure-track) beginning 1 July 2001, subject to budgetary approval A PhD at or near completion is required in the Socio-cultural area of Kinesiology and Physical Education, with a primary emphasis on Exercise Psychology Teaching ability in related areas such as Research Methods, Motor Skill Learning, Sport and Popular Culture, Media, and/or Exercise Addiction/Embodiment is desirable Expertise in computer technology and computer assisted learning is an asset Teaching physical activity courses is a possibility The Department focuses on the study of wellness and lifelong physical activity involvement of all individuals at all levels of participation, and offers majors in programs leading to B.A. or B.Sc. in Kinesiology; B.A. in Recreation and Leisure Studies, and B.Sc. in Exercise Science The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs The University is an equal opportunity employer and offers a non-smoking environment New Faculty are eligible to apply for university funding in support of research and scholarly activities Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (UNC) For more information about the University please visit our web site at www.uleth.ca This position is open to all qualified applicants but preference will be given to Canadian citizens and permanent residents of Canada Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications (reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to Dr Dayna Beth Daniels, Chair, Department of Kinesiology and Physical Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone. (403) 329-2680, or E-mail: daniels@uleth.ca The closing date for applications is December 15, 2000

LAW

THE UNIVERSITY OF MANITOBA Faculty of Law invites applications for two entry-level, tenure-track appointments at the rank of Assistant Professor, to begin July 1st, 2001. The Faculty is seeking candidates who will enrich teaching and research and contribute actively to the life of the academic community at the University of Manitoba and beyond. The selection committee will have regard to a candidate's scholarly record as well as demonstrated potential for teaching and research While one of the candidates selected will probably have an interest in the commercial or taxation areas and one will likely be interested in constitutional or public law, the Faculty is seeking academic excellence in research and teaching and will consider all applications. Applicants must have completed graduate studies in law by the time of their appointment. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities In accordance with immigration regulations, this advertisement is directed to Canadian citizens and permanent residents Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential Applicants may also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below The deadline for receipt of completed applications, including letters of reference, is December 1st, 2000 Any appointments are subject to final budgetary approval Applications and letters of reference should be sent to: Dean Harvey Secter, Faculty of Law, University of Manitoba, Winnipeg, Manitoba R3T 2N2, Canada, Tel (204) 474-9282, Fax (204) 474-7580

Dean of Engineering
University of Saskatchewan

Applications and nominations are invited for the position of Dean of Engineering at the University of Saskatchewan, with appointment to take effect July 1, 2001. The Initial term is normally for five years, and may be renewed by mutual agreement.

Located in Saskatoon, the University of Saskatchewan is a publicly funded institution. The University has approximately 17,500 degree students, 4,500 employees, and an operating budget of about $175 million. The annual research budget exceeds $60 million. The University offers a full range of curricula, both academic and professional, with students registered in thirteen colleges, including the full range of health sciences. The University has recently been awarded the Canadian Light Source (Synchrotron) by the Canada Foundation for Innovation.

"The mission of the College of Engineering is to provide high-quality undergraduate and postgraduate education for the preparation of engineers to serve as practitioners, educators and researchers; to conduct research in support of the economic diversification and development, as well as the environmental and social well-being of the province and the nation; and, to 'serve the province and the nation through the expertise of its faculty and staff."

The College of Engineering offers five programs within the College (Agricultural and Bioresource, Chemical, Civil, Electrical and Mechanical) and one in collaboration with the College of Arts and Science (Engineering Physics). Ranked in the top 10% in North America, undergraduate programs all provide an optional Engineering Professional Internship and all can be combined with a three-year and Science degree. Particularly popular is the double degree program with Computer Science. The College has provided leadership in initiating programs to address the needs of Aboriginal students. Graduate programs, including the Ph.D., are offered in all areas. The College operating budget is approximately $8.3 million and research awards exceed $5 million annually. Seventy-three faculty and forty staff support an enrolment of 1,350 undergraduate, and more than 200 graduate, students.

Alumni and other donors have enabled the establishment of the D.K. "Doc" Seaman Chair in Technical and Professional Communication in Engineering, the Barbhold Chair in Information Technology, the Listwin Family Chair in Innovative Teaching, the Sask Power Chair, the CAPES or Cameco Access Program for Engineering and Science (an access program for Aboriginal students), and the P.N. Nikiforuk Innovative Teaching and Learning Centre. A joint faculty position has been established with the Saskatchewan Research Council to focus on areas of mutual priority.

Reporting to the Vice-President (Academic), the Dean is the chief executive officer of the College of Engineering, responsible for the overall management of the College and, specifically, its academic programs, personnel, budget, and facilities. The Dean is expected to provide effective leadership, contributing to the further development of the College and its programs in research, teaching, and service. The Dean is a member of the University's senior leadership team and works to develop effective external relationships, both for the College and for the University.

The successful candidate for this important role will be an experienced educator with a distinguished record of published research and scholarship and an ability to support and motivate research and teaching activities in Engineering. An innovative style of leadership, proven administrative abilities, a strong public presence, and excellent interpersonal skills are required.

Applications should be accompanied by a detailed *curriculum vitae* and the names of at least three referees. Letters of nomination should include biographical details of the nominee. The Search Committee will begin considering candidates in mid-November, 2000.

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged in their applications to identify themselves as members of these designated groups. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

Please respond in confidence to the address shown below:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

Janet Wright & Associates Inc.

THE UNIVERSITY OF WINDSOR invites applications for several positions in the Faculty of Law commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/faculty positions. Contact: Prof. Bruce Elman, Dean, Faculty of Law, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2930; Fax: 519.973.7064, Email: belman@uwindsor.ca

LIBERAL ARTS

CONCORDIA UNIVERSITY, Faculty of Arts & Science, is looking for one tenure-track professor to teach in its Liberal Arts College. Please see our full-page display ad in this issue.

LIBRARY

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track arts and humanities librarian position in the Leddy Library commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, Leddy Library, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3161; Fax: 519.971.3638, Email: gebbett@uwindsor.ca

LINGUISTICS

UNIVERSITY OF VICTORIA — Linguistics Department. Position in Morphological Theory. The Department of Linguistics at the University of Victoria invites applications for a tenure-track position at the rank of Assistant Professor, starting 1 July 2001. Applicants should have a primary specialization in Morphological Theory with a background of research in a North American Aboriginal language or a language of the Pacific Rim. Secondary areas of specialization could include language universals/typology, historical linguistics, semantics, or anthropological linguistics. Candidates are expected to have a PhD in Linguistics, a demonstrated record of research achievement and a strong commitment to excellence in undergraduate and graduate teaching. The Department of Linguistics has a strong interest in encouraging fieldwork and laboratory-based speech analysis, and applicants with similar commitments in their own research and teaching are especially welcomed. Applications, including a letter of interest, curriculum vitae, copies of representative publications, and three letters of reference should be sent to: Chair, Search Committee, Department of Linguistics, University of Victoria, P.O. Box 3045 STN CSC, Victoria, B.C., Canada V8W 3P4, telephone (250) 721-7424, fax: (250) 721-7423, email: linguist@uvic.ca, website: http://web.uvic.ca/ling/. Deadline for receipt of applications is 15 December 2000. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

MANAGEMENT

SAINT MARY'S UNIVERSITY — Department of Management, Assistant or Associate Professor. Applications are invited for a tenure track position in the field of Human Resource Management. Minimum requirements include an earned doctorate, teaching experience, and an established research program. Business or legal experience is desirable. The position began September 1, 2001. Salary commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University is committed to the principles of Employment Equity. Applications (including curriculum vitae, university transcripts, and letters of reference from three referees) should be sent to Dr. John Chamard, Chair, Department of Management, Saint Mary's University, 923 Robie Street, Halifax, Nova Scotia, B3H 3C3. Applications will be considered until the position is filled.

UNIVERSITY OF TORONTO at Scarborough — Lecturer. The Division of Management at the University of Toronto at Scarborough is recruiting a lecturer to teach Finance, Management Science, and Managerial and Economic Statistics. Duties also include participating in the governance of the Division of Management, but there is no requirement to do research. Candidates should have a Master's degree and provide evidence of substantial experience and excellent performance in teaching in these areas. The position is initially for one year, with possibility of renewal, beginning on July 1, 2001. Interested candidates should send a c.v., evidence of experience and excellent performance in teaching in these areas, and should have three referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (borns@scar.utoronto.ca). The deadline for applications is November 1, 2000. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal people, and persons with disabilities.

UNIVERSITY OF TORONTO at Scarborough — The Division of Management at the University of Toronto at Scarborough (www.scar.utoronto.ca/~mgmt/) is recruiting for a tenure stream position in Organizational Behaviour, rank open. Duties include undergraduate teaching in macro organizational behaviour at the University of Toronto at Scarborough, MBA teaching at the Joseph L. Rotman School of Management on the St. George campus, and research. Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university. The position will begin on July 1, 2001. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have 3 referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (borns@scar.utoronto.ca). The deadline for applications is December 15, 2000. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF TORONTO at Scarborough — Marketing. The Division of Management at the University of Toronto at Scarborough (www.scar.utoronto.ca/~mgmt/) is recruiting for a tenure stream position in Marketing, rank open. Duties include undergraduate teaching in marketing at the University of Toronto at Scarborough, MBA teaching in marketing at the Joseph L. Rotman School of Management on the St. George campus, and research. Candidates should have a PhD or equivalent, with evidence of excellence in research and teaching. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university. The position would begin on July 1, 2001. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (borns@scar.utoronto.ca). In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

MARKETING

SAINT MARY'S UNIVERSITY — The Department of Marketing, Saint Mary's University, invites applications for a tenure-track appointment at the rank of Assistant Professor. Applicants must have a PhD or ABD nearing completion. Preference will be given to applicants with teaching and research interests in International Marketing. The Frank H. Sobey Faculty of Commerce has the largest undergraduate and MBA programs in Atlantic Canada, as well as an Executive MBA program and a variety of certificate and executive training programs. In addition, the Department of Management has recently begun a PhD program. The University also operates a Business Development Centre and has a sizable International Activities Office. The applicant should arrange for the application and three (3) letters of reference to be sent directly to Dr. Harold Ogden, Department of Marketing, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, N.S., B3H 3C3, or faxed to (902) 420-5112. Saint Mary's University is committed to the principles of employment equity.

UNIVERSITY OF TORONTO at Scarborough — The Division of Management at the University of Toronto at Scarborough (www.scar.utoronto.ca/~mgmt/) is recruiting for a tenure stream position in Marketing, rank open. Duties include undergraduate teaching in marketing at the University of Toronto at Scarborough, MBA teaching in marketing at the Joseph L. Rotman School of Management on the St. George campus, and research. Candidates should have a PhD or equivalent, with evidence of excellence in research and teaching. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university. The position would begin on July 1, 2001. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (borns@scar.utoronto.ca). In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

MATHEMATICS & STATISTICS

UNIVERSITY OF VICTORIA — The Department of Mathematics and Statistics at the University of Victoria invites applications for a tenure-track position at the Assistant Professor level to commence on July 1, 2001. Applicants for the position should have a PhD in Mathematics and their main research area should be either Noncommutative Geometry (in the sense of A. Connes) or Operators on Manifolds. The successful applicant should be able to interact with our strong groups in operator algebras and analysis. A demonstrated record of excellence in research is expected from all applicants and a strong commitment to undergraduate and graduate teaching is essential. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. However, if suitable Canadian applicants cannot be found, other individuals will be considered. Applications should include a curriculum vitae and three letters of reference, and should be sent to: Chair, Department of Mathematics and Statistics, University of Victoria, PO Box 3045 STN CSC, Victoria, BC V8W 3P4 Canada, Telephone: (250) 721-7436, FAX: (250) 721-8962; E-Mail: acme@math.uvic.ca, Website: http://www.math.uvic.ca/. The Closing Date for applications is December 31, 2000.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to two tenure-track positions available — one in the field of Applied Probability and the other in Statistics. Please see our full-page display ad in this issue.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in Actuarial Mathematics commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Harold Atkinson, Head, Economics, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3017, Fax: 519.971.3649; Email: hrat@uwindsor.ca.

MATHEMATICS/ECONOMICS/ COMPUTING

UNIVERSITY COLLEGE OF THE CARIBOO — Mathematics/Economics/Computing. Williams Lake. Duties: The successful candidate will teach a variety of first and second year courses in Mathematics and Economics or Mathematics and Computing Science. Qualifications: PhD or Master's degree in mathematics or economics or computing science. One of these two degrees must be post-graduate; successful teaching experience at the university level preferred. Commencement Date: 1 December 2000. Closing date for applications: Open until suitable candidate is available. In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #00-034(a) with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to: Irene Bazeli, Human Resources Officer, The University College of the Cariboo, P.O. Box 3010, Kamloops, BC V2C 5N3. We wish to thank all applicants; however, only those under consideration will be contacted.

MATHEMATICS

UNIVERSITY OF TORONTO — The Department of Mathematics, University of Toronto solicits applications for a tenure-stream appointment in Mathematics. Preference will be given to researchers in the areas of partial differential equations, stochastic differential equations or modelling. The appointment is at the downtown (St. George) campus at open rank, to begin July 1, 2001. Salary commensurate with experience. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD; in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to mathematics. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: http://www.math.toronto.edu/jobs/. To ensure full consideration, this information should be received by November 15, 2000. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas.

UNIVERSITY OF TORONTO — Tenure-Stream Appointment in Algebra, Number Theory and Geometry. The University of Toronto solicits applications for a tenure-stream appointment in the fields of Algebra, Number Theory and Geometry. Preference will be given to researchers in arithmetic geometry. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 2001. Salary commensurate with experience. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD; in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to mathematics. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: http://www.math.toronto.edu/jobs/. To ensure full consideration, this information should be received by November 15, 2000. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas.

UNIVERSITY OF TORONTO — Tenure-Stream Appointment in Applied Mathematics — Computational Science. The Department of Mathematics, University of Toronto solicits applications for a tenure-stream appointment for a mathematician working in the area of Applied Mathematics (Computational Science). The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 2001. Salary commensurate with experience. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD, in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to mathematics. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: http://www.math.toronto.edu/jobs/. To ensure full consideration, this information should be received by November 15, 2000. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas.

UNIVERSITY OF TORONTO — Tenure-Stream Appointment in Applied Mathematics — Computational Science. The Department of Mathematics, University of Toronto solicits applications for a tenure-stream appointment for a mathematician working in the area of Applied Mathematics (Computational Science). The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 2001. Salary commensurate with experience. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD, in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to mathematics. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily con-

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UNB Saint John

Dean, Faculty of Arts

University of New Brunswick Saint John

The University of New Brunswick Saint John (UNBSJ) is offering a unique opportunity for individuals interested in being our next Dean of Arts. *Highly* innovative, energetic and community-oriented, the campus, and most particularly the Faculty of Arts, have changed considerably in recent years. The Faculty of Arts is composed of a dedicated group of faculty and staff members (approximately 65) with over 800 full-time students enrolled in its programs. Over 50% of the Arts faculty are new to the campus in the last five years. As well, new programs (Communication and Professional Writing, Information and Communication Studies, International Studies, Sports and Exercise Psychology, a Certificate in Teaching English as a Second Language, and an MSc in Finance and Economics) have been added to the Faculty's existing programs (Economics, Education, English, French, History, Philosophy, Politics, Psychology, Sociology, Biology, Mathematics, Statistics and an MA in Psychology).

The next Dean of Arts at UNBSJ will have demonstrated a practical commitment to excellence in Arts education, and have proven abilities as a scholar, teacher and administrator in a challenging and dynamic university environment. The successful candidate will be committed both to the integrity of established Arts disciplines and to continuing the growth of the Faculty in creative directions. The new Dean will be expected to work closely with faculty, staff and members of the campus community to enrich the teaching, learning and research environment at UNBSJ. Furthermore, the new Dean will be expected to pursue vigorous associations with members of the local, regional and national communities in which UNBSJ plays an active role.

The Faculty has a significant international and community-based focus. In addition to its academic programs, the Faculty is actively involved in numerous other initiatives. For example, it is involved in two multi-million dollar CIDA projects (in China and Vietnam), has one of the largest Youth International Internship Programs in Canada, is working with HRDC to provide an innovative skills program for Arts students, and provides support for a degree program offered in China. It also hopes to expand its involvement in the areas of Criminal Justice and Health Research through its Centre for Criminal Justice and through a continued partnership in the Institute for Health Research at the neighbouring Saint John Regional hospital. It is also anticipated that there will be growth in Graduate Programs.

In summary, we are seeking a collegial academic who will both foster innovation and support the traditional strengths of an Arts education while continuing to seek new ways to link the campus with the broader community.

For more information about the campus or the Faculty of Arts, please check our website (www.unbsj.ca). To apply, send a letter indicating your interest and suitability for the position along with a copy of your curriculum vita and the names and addresses of three references to:

Dr. Rick Miner
Vice-President (Saint John)
University of New Brunswick
P. O. Box 5050
Saint John, NB E2L 4L5

Applications/nominations will be received until 27 October 2000.
We anticipate filling this position no later than 1 July 2001 for a five-year renewable term. Further information concerning the position can be obtained by contacting Dr. Miner (rm@unbsj.ca or 506-648-5696).

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.
The University of New Brunswick is committed to the principle of employment equity.

The UNIVERSITY of WESTERN ONTARIO

Chair, Department of Pharmacology and Toxicology

The Faculty of Medicine & Dentistry, at the University of Western Ontario, is inviting applications/nominations for the position of Chair in the Department of Pharmacology and Toxicology.

The candidate should have an outstanding reputation in biomedical research, be committed to the research and educational missions of the Department and the Faculty, and bring skills as an effective administrator. The successful candidate will be expected to direct the development of the department and manage an active research program. Primary research areas in the Department include: cardiovascular, cell signaling and differentiation, drug metabolism, neuroscience, and toxicology. Candidates with outstanding accomplishments in any relevant research area will be considered, but individuals with research programs complementing existing research strengths are particularly encouraged to apply. The successful applicant will direct the recruitment of new faculty and will play a key leadership role in the research programs of the Department.

The Department conducts basic and translational research in pharmacology and toxicology and has established collaborative research programs in clinical pharmacology and toxicology. The Department contributes to undergraduate education in the Faculties of Medicine & Dentistry, Science, and Health Sciences, and provides graduate level education and training. The Chair will similarly provide leadership in the teaching programs of the Department.

Details concerning the University of Western Ontario, Faculty of Medicine & Dentistry, London, Ontario, may be found through the University's home page at www.uwo.ca.

Interested candidates should submit a CV outlining their current accomplishments in research and teaching, research interests and proposed future directions, together with the name and addresses of three referees, to:

Dr. Carol Herbert, Dean
Faculty of Medicine & Dentistry
Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1

FAX: (519) 850-2357

The deadline for receipt of applications is **October 31, 2000.**

This position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. The University of Western Ontario has a defined contribution pension plan.

cerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page http://www.math.toronto.edu/jobs/. To ensure full consideration, this information should be received by November 15, 2000. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas.

UNIVERSITY OF TORONTO — Limited Term Assistant Professorships. The Department invites applications for one or more limited term Assistant Professorships which may, subject to budgetary approval, become available at either the St George (downtown), Scarborough or Erindale campus, for a period of one to three years, beginning July 1, 2001. Duties consist of teaching and research, and candidates must demonstrate clear strength in both. Preference will be given to candidates with recent doctoral degrees. Salaries commensurate with qualifications. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least three letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available on our World Wide Web Employment Opportunities page http://www.math.toronto.edu/jobs/. To ensure full consideration, all information should be received by November 15, 2000. Further information about academic positions in the Department of Mathematics is available on the World Wide Web by accessing the above URL. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

THE UNIVERSITY OF WESTERN ONTARIO — Department of Mathematics. Applications are invited for a tenure track position at the Assistant Professor level. The successful candidate will have an outstanding record of research and publication in a field related to one of the existing areas of research strength of the Department in algebra, analysis and topology, and will be expected to maintain an ongoing vigorous research program. The candidate will also have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the undergraduate and graduate levels and to supervise graduate theses. Those interested in applying for this position should forward a curriculum vitae and have at least three letters of reference sent to: Professor J.F. Jardine, Chair, Department of Mathematics, The University of Western Ontario, London, Ontario N6A 5B7 Canada. At least one letter of reference should include a detailed comment on the teaching abilities of the applicant. We also welcome e-mail inquiries and submissions, to be sent to the address math-pos@julian.uwo.ca. Our web address is http://www.math.uwo.ca. Application materials should arrive no later than January 12, 2001. The appointment is scheduled to begin on July 1, 2001. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF NEW BRUNSWICK — The Department of Mathematical Sciences. University of New Brunswick (Saint John), invites applications for one tenure-track position beginning July 1, 2001 at the rank of Assistant Professor (an appointment at a higher rank may be made for an exceptional applicant). The position is subject to final budgetary approval. Applicants should hold a Ph.D. and have research interests in an area of modern applied mathematics (eg BioMathematics, Mathematical Modeling, Financial Mathematics). Teaching duties include core undergraduate courses in an area of specialty. The Department offers Mathematics majors through BSc, BA and BScOA degree programs and a BSc degree with joint mathematics-economics major. The Department is in the process of introducing a program in Financial Mathematics. Applicants should send a current curriculum vitae, including a list of publications, statement of research and teaching interests, and the names and addresses (including e-mail address and telephone number) of three referees to Dr. Keith De'Bell, Dean of Science, Applied Science and Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, fax (506) 648-5650, e-mail sci-eng@unbj.ca Review of applications will begin February 1, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity

UNIVERSITY OF WATERLOO — The Department of Pure Mathematics at the University of Waterloo expects one or more tenure-track positions starting July 1, 2001. Candidates in any area of Pure Mathematics will be considered. In order to be considered for a position, a PhD is required. Postdoctoral experience is preferred. An appointment will be offered only to someone with very strong research and teaching qualifications. The closing date for receipt for applications is December 1, 2000. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. Please send applications to Dr. B. Forrest, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The department's Web page is at http://math.uwaterloo.ca/PM_Dept/homepage.html

MEDICAL PHYSICS

MCMASTER UNIVERSITY — Medical Physics — Tenure-Track Appointment. McMaster University invites applications for a tenure-track appointment in the Medical Physics and Applied Radiation Sciences Unit of the Department of Physics & Astronomy. The position is targeted to begin on 1st July, 2001, although some flexibility either way can be accommodated. Candidates should possess a PhD and have demonstrated both an excellent research record and an aptitude to teach. The ideal candidate will possess core strengths in the fundamentals of medical imaging. She/he would be expected to contribute particularly to the graduate programmes in Health & Radiation Physics and Medical Physics through mounting one or more courses, attracting research funding and mentoring graduate students. There would also be some expectation that the person appointed would contribute to undergraduate education through, for example, the Honours Medical and Health Physics or other Physics programmes. McMaster has been successful in winning investment from the Canadian Foundation for Innovation and the Ontario Innovation Trust to the Medical Physics and Applied Radiation Sciences area. The University itself has supported these initiatives through the creation of this Unit and the creation of the McMaster Institute of Applied Radiation Sciences, as well as through financial investment. This has built on strong, long standing partnerships with Hamilton Health Sciences Corporation and Cancer Care Ontario in bringing together research and education in Medical Physics. The successful candidate for this position will join an enthusiastic, multidisciplinary, multi-institutional team that is looking forward to capitalizing on its recent success to build further opportunities in the future. Existing research fields within the Medical Physics and Applied Radiation Sciences Unit include laser and light propagation in tissue for photodynamic therapy and tissue characterization, the cellular and molecular basis of photodynamic therapy, the role of DNA damage and DNA repair processes in carcinogenesis and in the response of tumour cells to radiotherapy and chemotherapy; novel methods of imaging bone architecture and joint structure non-invasively; dosimetry of diagnostic and brachytherapy radioisotopes; imaging in PET and MRI, particularly for neurological and cardiac studies, and nuclear and atomic techniques used for body composition studies. McMaster has major facilities for Radiation Science research, including a nuclear reactor, an accelerator laboratory and a cyclotron used for production of PET isotopes. Candidates should consider how they would interact with and extend existing research and be able to exploit facilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates including aboriginal peoples, persons with disabilities, members of visible minorities, and women. Applications, including a statement of research interests and letter from three referees should be sent by November 30th, 2000 to Dr. D.R. Chettle, Medical Physics and Applied Radiation Sciences Unit, Department of Physics & Astronomy, McMaster University, Hamilton, Ontario, L8S 4K1, Canada Telephone (1) 905 525 9140 ext 27340, FAX (1) 905 528 4339, e-mail: chettle@mcmaster.ca

MODERN LANGUAGES & CULTURAL STUDIES

UNIVERSITY OF ALBERTA — The Department of Modern Languages and Cultural Studies. University of Alberta invites applications for two tenure track positions in Spanish and Latin American Studies, effective July 1, 2001, at the rank of Assistant Professor. Entry level salary for assistant professors is currently $43,738. The successful candidates will have a PhD, native or near-native proficiency in Spanish, demonstrated research competence, and strong teaching potential. Applicants should be very well qualified in an area of specialization within Latin American Studies both on the general cultures of Latin America and in their area of specialization at undergraduate and graduate levels. Applicants should have a strong "cultural studies" orientation to their teaching and research, have relevant interdisciplinary interests and be open to collaboration with other departments and other disciplines in the Department of Modern Languages and Cultural Studies. In addition to applicants with a specialization in literature, the Department is also interested in hearing from candidates with interests in film, media, popular culture, or other cultural phenomena. The successful candidates will also be expected to contribute to the language program in Spanish and should be able to offer a secondary interest in one or more of the following areas: computer assisted language learning, translation, business Spanish, or Spanish for special purposes. Knowledge of another Romance language, or of a Germanic or Slavic language would be an asset. Applications, including resume, all university transcripts and three letters of recommendation, should be sent directly to Dr. Donald Bruce, Chair, Department of Modern Languages and Cultural Studies, Germanic, Romance, Slavic, Arts 200, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. E-mail enquiries may be directed to dolores.wohland@ualberta.ca. Tel: (780) 492-1997; Fax (780) 492-9106. Applications will be accepted until the positions are filled. The specific area arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta invites on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

MODERN LANGUAGES & LITERATURES

UNIVERSITY OF WESTERN ONTARIO — The Department of Modern Languages and Literatures. The University of Western Ontario, invites applications for a tenure-track position at the rank of Assistant Professor, to begin July 1, 2001, in one of the following areas: 1) Latin American literature and culture; 2) 18th – 19th century German literature. The completed PhD or equivalent, native or near-native fluency in the relevant foreign language and in English, university level teaching experience in language and literature, and a firm research commitment are required. Expertise in Comparative Literature is an asset. Please send curriculum vitae and three letters of reference to Prof. Angela Esterhammer, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; fax (519) 661-4093, and state for which area you are applying. Applications must be received by December 1, 2000. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women, members of visible minorities, Aboriginal persons, and persons with disabilities

MUSIC

UNIVERSITÉ D'OTTAWA — Faculté des Arts, Département de Musique. Poste : Professeur(e) pour l'enseignement du piano. Le Département de musique sollicite des candidatures pour un poste de professeur(e) adjoint(e) à temps complet menant à la permanence pour l'enseignement du piano. Date d'entrée en fonction : le 1er juillet 2001. La personne choisie aura terminé son doctorat ou l'expérience équivalente en interprétation. Elle sera bilingue (anglais et français), devra enseigner dans les deux langues officielles et aura une carrière d'artiste renommée déjà établie. Le Département offre trois programmes au premier cycle (B.A. concentration, B.A. spécialisation; B.Mus.) et une maîtrise (M.Mus.) en musicologie, théorie, ou en interprétation (musique de chambre). La charge professorale comprend l'enseignement des leçons individuelles de piano, l'enseignement des cours et coaching du secteur clavier au niveau du premier et deuxième cycles. Le salaire sera déterminé en conformité avec la convention collective. Conformément aux exigences relatives à l'immigration du Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'égalité en matière d'emploi et encourage fortement les femmes à présenter leur candidature. Prière de faire parvenir la lettre de candidature et un curriculum vitae, et de vous assurer que les lettres de trois répondantes ou répondants parviennent avant le 15 novembre, 2000 à : Dr. Lon Burns, Directeur, Département de musique, Université d'Ottawa, 50 Université, Ottawa, ON K1N 6N5

UNIVERSITY OF OTTAWA — Faculty of Arts, Department of Music. Position : Professeur in piano. Applications are invited for a full-time tenure-track position in piano, which will be available July 1, 2001, at the assistant professor level. Candidates must have a doctorate or equivalent performance experience, be fluently bilingual, able to give instruction in both French and English, and have an established performance profile. The Department offers three undergraduate degrees (B. Mus.; B.A. Concentration; B.A. Honours) and a Master's degree (M.Mus.) in musicology, theory, or performance (chamber music). Responsibilities will include teaching individual piano lessons as well as related courses and coaching at both the undergraduate and graduate levels. Salary is commensurate with qualifications and experience and consistent with the collective agreement. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Employment equity is University policy and strongly encourages applications from women. Candidates should submit a letter of application and a curriculum vitae, and should arrange for three letters of recommendation from qualified referees to be sent directly by November 15, 2000, to: Dr. Lon Burns, Chair, Department of Music, University of Ottawa, 50 University, Ottawa, ON K1N 6N5

THE UNIVERSITY OF WESTERN ONTARIO — Elementary Music Education. The **Department of Music Education,** The University of Western Ontario, invites applications for a tenure-track position in Elementary Music Education at the rank of Assistant Professor (2001 - 02 salary floor $51,000), effective July 1, 2001. The successful candidate will assume an active role in undergraduate and graduate teaching, including Masters and Doctoral thesis supervision. Candidates should hold a doctorate and demonstrate an ongoing involvement in research and scholarship, with a strong record of scholarly publications. Teaching experience at both public school and university levels is expected. Specialized expertise in the area of qualitative research and the major elementary methodologies (Kodaly, Orff, Dalcroze) will be considered an asset. The closing date for applications is January 15, 2001 or when the position is filled. Interested candidates should send their curriculum vitae and three reference letters to: Dr. Victoria Meredith, Chair, Department of Music Education, Faculty of Music, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities

NEUROSCIENCE

UNIVERSITY OF BRITISH COLUMBIA and Vancouver Hospital and Health Sciences Centre. 8 Faculty Positions at the Brain Research Centre. The Brain Research Centre of UBC and Vancouver Hospital is embarking on a major expansion of its programs, based on recent successes in attracting substantial infrastructure funding. We have available a total of 8 Faculty positions, at both senior and junior levels, across a broad spectrum of areas in Neuroscience. Applications are invited in the areas of Stroke, Neuroprotection, Neurodegenerative Disorders, Postnatal Brain Development, Neuronal Plasticity, Synaptic Mechanisms, and Cell Signaling. The Centre specifically encourages individuals using brain imaging and/or molecular genetic strategies to apply. The University of British Columbia relies on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should submit a curriculum vitae, the names of three referees, and a statement of current research interests and future plans to Dr. Max Cynader, Director, Brain Research Centre, University of British Columbia, and Vancouver Hospital and Health Sciences Centre, 2211 Wesbrook Mall, Vancouver, BC V6T 2B5 Canada. Fax: (604) 822-0361, Email: cynader@brain.ubc.ca Deadline for applications is November 15, 2000

NURSING

THE UNIVERSITY OF WINDSOR invites applications for several tenure-track positions in Nursing commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/faculty positions Contact: The Director, School of Nursing, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2259; Fax: 519.973.7084, Email: annat@uwindsor.ca

BROCK UNIVERSITY — Department of Community Health Sciences, Faculty of Applied Health Sciences, Nursing Program. The Nursing Program in the Faculty of Applied Health Sciences is seeking applicants for a probationary / tenure-track position at the rank of Assistant Professor, effective July 1, 2001. Brock University currently offers a BScN degree completion program and is planning for both a cooperative four-year BScN degree to start in Fall 2001 and a graduate MScN program. The Nursing Program places an emphasis on community-based nursing from a health promotion perspective. Applicants should have a doctorate, familiarity with community health nursing, and a clinical background in pediatrics. Candidates must be able to instruct clinical assessments in pediatrics and teach on one or more of the following areas: nursing theory and research, leadership and management, or ethics. Brock University is in the middle of a major building campaign that includes 10,000 sq.ft. of new laboratory and research space for the Faculty of Applied Health Sciences. The closing date for applications is December 15, 2000. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and three letters of reference to: Dr. John Hay, Chair, Department of Community Health Sciences, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1. E-mail: jhay@brandonu.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty, qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website at www.BrockU.ca

OPTOMETRY

UNIVERSITY OF WATERLOO — Applications are being accepted for a definite term appointment at the Assistant/Associate Professor level in the School of Optometry University of Waterloo. The duties will include instruction in the School's professional, graduate and/or clinical programmes, focusing on the development of multimedia skills and expertise. Preference will be given to candidates who have earned a PhD and demonstrated independent research capability in vision science. Applicants must be eligible for licensure in the province of Ontario. Salary is negotiable within a range commensurate with experience and qualification. A letter of application, curriculum vitae and 3 confidential letters of reference should be sent by October 31 2000 to Dr. Graham Strong, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to availability of funds.

SIMON FRASER UNIVERSITY

FACULTY POSITIONS IN BUSINESS ADMINISTRATION

The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track appointments in: * MANAGEMENT INFORMATION SYSTEMS * FINANCE * MANAGERIAL ACCOUNTING/FINANCIAL ACCOUNTING * ORGANIZATIONAL BEHAVIOR/HUMAN RESOURCE MANAGEMENT/ ORGANIZATIONAL DEVELOPMENT * MANAGEMENT OF TECHNOLOGY * (Candidates must have the ability to teach in MOT and another business discipline.)

Ph.D. in hand or near completion required.

RANK: Assistant or Associate. Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at the undergraduate, graduate and executive levels. START DATE: September 2001 or at a mutually agreed upon time.

In accordance with Canadian Immigration requirements, this announcement is directed, in the first instance, to Canadian Citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

~ Send curriculum vita and the names of three referees to:
Diane Lesack, Faculty of Business Administration
Simon Fraser University, 8888 University Drive
Burnaby, British Columbia V5A 1S6 CANADA
E-MAIL: lesack@sfu.ca FAX: 604-291-5833

~ The search will close on November 30, 2000 or when the positions have been filled.

www.sfu.ca www.bus.sfu.ca

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Tenure Track Appointments — 2001–2002

York University, Faculty of Education, invites applications for the following two positions:
Mathematics Education
Pedagogy of Technology

The Context:
York University is situated within a culturally diverse urban setting in northern Toronto at the centre of the Greater Metropolitan Toronto area. The Faculty of Education at York offers pre-service, professional development, and graduate programmes (M.Ed. and Ph.D.). The Faculty, which values collaboration and interdisciplinarity, is committed to issues of social justice. Tenure-track faculty members are encouraged to work with colleagues from other academic departments across the University and with faculty members seconded from school boards. Applicants are encouraged to visit the Faculty's website at www.edu.yorku.ca.

The Positions:
Mathematics Education — Candidates should be familiar with recent research in mathematics education and be able to provide evidence of a research programme and successful teaching related to this area. Preference will be given to candidates with teaching experience in schools.

Pedagogy of Technology — Candidates should have strong research credentials in areas related to the pedagogy of Technology-Enhanced Learning (TEL), a commitment to using the Internet and other technologies in teaching, evidence of critical approaches to TEL, and a commitment to participating in pan-University initiatives to advance York's interests in TEL.

The Candidates:
Successful candidates will have completed doctorates in fields of study compatible with the advertised positions. Candidates with unfinished doctorates will be considered only on submission of evidence that degree requirements will be fulfilled prior to the date of appointment. Candidates must present evidence of their abilities to establish a strong programme of scholarly research, to provide excellence and leadership in undergraduate and graduate teaching and supervision, to collaborate with colleagues in the field and across the University, and to be actively involved in the field of education.

The Appointments:
Although preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. Appointments will commence as early as 1 July 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents or landed immigrants of Canada.

Affirmative Action:
For many years, York University has had a policy of employment equity including affirmative action for women faculty. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmation action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Faculty of Education welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's web site at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713.

Applications:
An application must include a curriculum vitae, one sample of scholarly writing, the contact details of three or more referees, and a letter of application that provides an overview and discussion of qualifications and interests as they relate to the advertised position. Applications should be addressed to:

Dr. Terry Piper, Dean, Faculty of Education
c/o 5053 Ross Building, York University
4700 Keele Street, Toronto, Ontario M3J 1P3
or electronically mailed to: hmern@edu.yorku.ca.

Closing Date — **31 December 2000**

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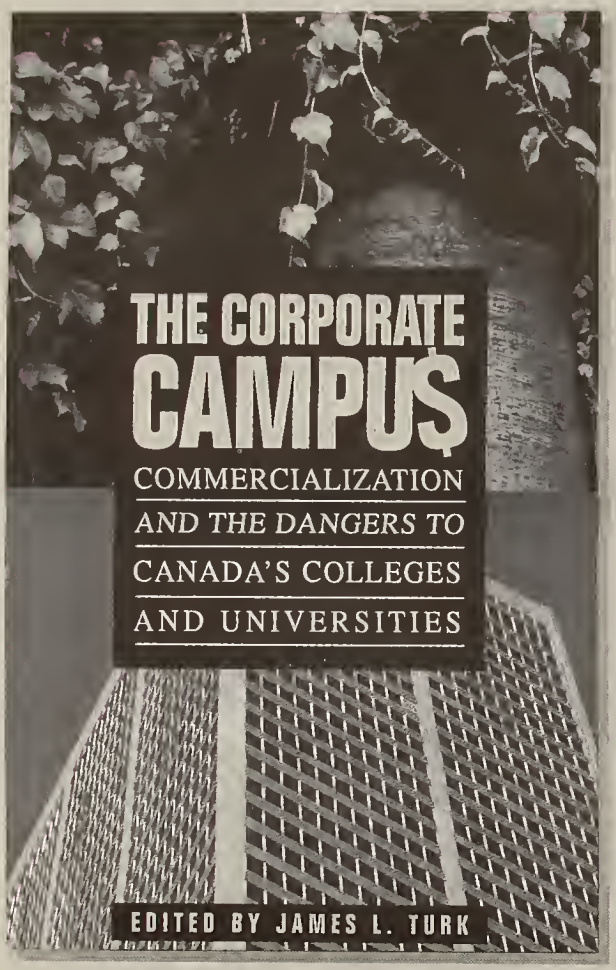
THE CORPORATE CAMPUS

Edited by James L. Turk



For fifty years, the quality of education offered by Canadian universities and colleges has steadily improved along with access to these institutions. Now these gains are in danger. As tuition fees increase, as colleges and universities make new and often secret arrangements with the private sector, and as courses and research go up "for sale," Canada's universities and colleges are losing sight of the public interest.

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PEDIATRICS

QUEEN'S UNIVERSITY — Developmental/Behavioural Pediatrician. The Department of Pediatrics at Queen's University and the Ongwanada Resource Centre seek a pediatrician with post-fellowship training in developmental/behavioural pediatrics or equivalent experience. The qualified applicant shall be eligible for licensure in Ontario and shall have a relevant background in research. The position offers the opportunity to have a major role in the ongoing academic and clinical development of the discipline of developmental disabilities, and in inpatient and outpatient general pediatrics. Academic rank and remuneration are commensurate with experience. The university offers an attractive compensation package acquired through remuneration from an Alternative Funding Plan. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Letters of application accompanied by a curriculum vitae and the names of three referees should be directed to: Dr. K. Dow, Professor and Head, Department of Pediatrics, Queen's University, Rm 6-303, Kingston General Hospital, Kingston, Ontario K7L 2V7, Phone (613) 548-6048; Fax: (613) 548-1369.

PHARMACOLOGY

DALHOUSIE UNIVERSITY — The Department of Pharmacology is seeking to fill a tenure-track position. The successful applicant will have a PhD and postdoctoral experience. The appointment will commence 1 July 2001 and will be at the level of Assistant Professor. The selected candidate will be expected to teach at the undergraduate and graduate level and submit research grant and scholarship applications. Please send a curriculum vitae, 3 recent reprints and names and addresses of 3 referees to: Dr. Melanie K. M. Kelly, Chair Appointments Committee, Department of Pharmacology, Faculty of Medicine, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4H7 (fax: 902-494-1388; email: Melanie.Kelly@dal.ca). Deadline for application: 15 January 2001. Further information on the activities in the Department of Pharmacology can be obtained at http://www.medicine.dal.ca/pharmacology/. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

PHARMACY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — School of Pharmacy. Pharmaceutics, Assistant/Associate Professor. Applications are invited for a tenure track appointment in Pharmaceutics. Salary and rank will depend upon qualifications and experience. Applicants should possess a PhD in Pharmaceutics. Post-doctoral experience would be an advantage. The successful candidate will be expected to establish an externally funded research program and to teach in the undergraduate and graduate programmes. Research strengths in the School of Pharmacy include drug delivery, drug targeting, neuropharmacology, and pharmacoepidemiology. The School of Pharmacy is located in the Health Sciences Centre on the campus of Memorial University. This facility also houses the Faculty of Medicine, the School of Nursing, the Health Sciences Library, the General Hospital, and the Animal Care Facility. An adjoining Children's Hospital and Rehabilitation Facility is scheduled to open in the fall of 2000. This integrated complex has allowed the School of Pharmacy to develop close working relationships with Medicine and Nursing in both research and teaching. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is primarily directed towards Canadian citizens and permanent residents of Canada. The position will be available as of January 2001. Applicants should submit a letter of interest, curriculum vitae, and the names and addresses of three referees by November 1, 2000 to: Dr. Christopher W. Loomis, Director, School of Pharmacy, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3V6, Canada, Telephone 709-737-6571; Fax 709-737-7044, email: cwloomis@morgan.ucs.mun.ca. Memorial University is committed to employment equity.

UNIVERSITY OF MANITOBA — Faculty of Pharmacy. Assistant Professor Applications are invited for a full-time, tenure track position in Pharmacy, at the rank of Assistant Professor. Applicants should possess an undergraduate degree in Pharmacy and a Pharm. D. or PhD degree, preferably with post-doctoral or fellowship training. Responsibilities will include teaching professional degree pharmacy students and graduate students in the areas of therapeutics and pharmacy practice. The successful candidate will be expected to develop an area of scholarship, research and/or professional practice preferably in ambulatory care. The Faculty of Pharmacy is located on the Fort Garry Campus of the University of Manitoba in Winnipeg. The baccalaureate program is 5 years (1+4) leading to a B.Sc. (Pharm) degree. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a letter of application, curriculum vitae and brief outline of scholarly interests along with the names and contact information of three references to: Dr. Sheryl Zelenitsky, Associate Professor, Head, Division of Clinical Sciences and Practice, Faculty of Pharmacy, University of Manitoba, Winnipeg, Manitoba R3T 2N2. Tel (204) 474-8414, Fax: (204) 474-7617, Email: zelenits@ms.umanitoba.ca. Our web site address http://www.umanitoba.ca/faculties/pharmacy/. Applications should be received by November 30, 2000.

PHILOSOPHY

BROCK UNIVERSITY — The Department of Philosophy. Brock University, invites applications for a tenure-track or tenured position at the rank of Associate or Full Professor beginning July 1, 2001. The Department offers a comprehensive undergraduate program and a distinctive graduate (M.A.) Program emphasizing Post-Kantian Continental philosophy, Eastern (Indian and/or Chinese) philosophy, and a comparative philosophy in the areas designated. The appointee is expected to teach both at the undergraduate and graduate level, and is required to have a significant research record in the first two areas of emphasis, preferably with demonstrated competence in comparative philosophy. Please submit a curriculum vitae and the names of three referees to: Dr. Raj Singh, Chair, Department of Philosophy, Brock University, St. Catharines, Ontario, Canada, L2S 3A1. Consideration of applications will begin after December 1, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. More information on Brock University can be found on the University's website, www.BrockU.ca

UNIVERSITY OF WESTERN ONTARIO — The Department of Philosophy. The University of Western Ontario, invites applications for a probationary faculty position at the rank of Assistant Professor (PhD required) in Philosophy of Science, to begin July 1, 2001. Experience in teaching and research are required. The Department is particularly interested in candidates with research interests in Philosophy of Biology or of Social Science, but will consider seriously candidates in any area of Philosophy of Science. Please send curriculum vitae, teaching dossier, writing sample, and three letters of reference to Professor John Thorp, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada N6A 3K7, fax (519) 661-3922. Applications must be received by December 1, 2000. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF CALGARY — The Department of Philosophy at the University of Calgary invites applications for two tenure-track positions commencing July 1, 2001. A PhD or equivalent, and a strong research and teaching record are required. For one position, at the Senior Assistant or Junior Associate Professor level, the Department is seeking candidates with research and teaching expertise in philosophy of mind, especially at its interface with neuroscience, cognitive psychology, and/or artificial intelligence. For the second position, at the Assistant Professor level, the Department is seeking candidates who will be expected to teach a range of logic courses from elementary formal logic to the advanced levels, including the metatheory of first-order logic, undecidability, and incompleteness, as well as courses in their area of specialization. The area of specialization may be logic or a related field of study in philosophy of language, philosophy of mathematics, philosophy of logic, epistemology, philosophy of science, or metaphysics. The Department has full MA and PhD programs. Teaching duties include undergraduate and graduate instruction as well as graduate supervision. The Department will seriously consider applications from women, persons with disabilities, members of visible minorities, and aboriginal people. Deadline for receipt of applications is Monday, November 6, 2000. Complete dossiers, including a curriculum vitae, at least three letters of reference, postgraduate transcripts, a recent sample of writing, and evidence of teaching effectiveness may be sent to: The Chair, Department of Philosophy, University of Calgary, Calgary, Alberta, Canada T2N 1N4. Further information about this position and about the Department of Philosophy at the University of Calgary is available on the internet at www.ucalgary.ca/philosophy. Specific inquiries about this position may be directed to: John W. Heintz, Head, (403) 220-5532 or heintz@ucalgary.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

THE UNIVERSITY OF WINDSOR invites applications for several positions in Philosophy commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Bruce Tuckes, Head, History, Philosophy and Political Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2347; Fax: 519 971 3610; Email: tucker1@uwindsor.ca

THE UNIVERSITY OF WINNIPEG — The Department of Philosophy. The University of Winnipeg, invites applications from qualified women and men for a tenure-track position at the rank of Assistant Professor. This appointment is effective July 1, 2001, subject to budgetary approval. Salary is commensurate with qualifications and experience. Applicants should have a PhD completed or very near completion. The successful candidate must have a solid grounding in the history of philosophy and a firm commitment to undergraduate teaching. The Department invites applications from all fields, but is particularly interested in individuals with capability in Late Classical and Medieval Philosophy, or in 19th and 20th century Anglo-American Philosophy. The successful candidate will be called upon to teach a variety of undergraduate courses with some outside her/his area of specialization, including introductory courses. Applications, including complete dossier with at least three letters of reference, and writing sample, should be sent to Professor Brian Keenan, Chair, Department of Philosophy, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9; Fax: (204) 783-7981. Closing date for receipt of applications: February 15, 2001. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, is looking for one tenure-track professor specializing in social-political philosophy. Please see our full-page display ad in this issue.

UNIVERSITY OF TORONTO at Scarborough, Division of Humanities (Philosophy), invites applications for a tenure-stream position at the rank of Assistant Professor, to begin 1 July 2001. PhD in Philosophy and evidence of excellent

RYERSON POLYTECHNIC UNIVERSITY

Canada's leading university for applied, undergraduate education with 38 career-oriented programs. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

DEAN, FACULTY OF ARTS

Applications and nominations are invited for the position of Dean of the Faculty of Arts. The appointment will be effective July 1, 2001 for a term of five years.

Canada's foremost polytechnic university, Ryerson has a distinctive mandate to provide innovative education designed to prepare students for careers in professional fields. A member of the Council of Ontario Universities, Ryerson offers almost 40 career-oriented programs which balance professional, professionally-related, and liberal studies.

The Faculty of Arts consists of nine academic departments (Economics, English, French & Spanish, Geography, History, Philosophy & Music, Politics, Psychology and Sociology), with approximately 100 full-time faculty. It offers courses to all Ryerson programs, a Diploma in Arts and degrees in Applied Geography, Public Administration, Justice Studies, and International Economics. Plans are underway to develop an undergraduate arts degree to which the Dean would be expected to provide leadership. In addition, the Faculty plays a significant role in graduate programming.

The Faculty seeks a Dean who will be a strong advocate for the critical role of liberal arts within post-secondary education in general and polytechnic education in particular. The Dean will also provide leadership for curricular and faculty development, sound management of resources, and effective liaison with other Faculties and with the external academic community. Ideally, this position will appeal to a candidate who can demonstrate a significant grasp of the nature and value of both the humanities and social science perspectives.

Candidates should have appropriate academic qualifications, academic administrative experience, a record of scholarly achievement, a demonstrated capacity for academic innovation and a commitment to a consultative management style. Ryerson's next Dean of Arts will be expected to have a thorough understanding of, and commitment to, polytechnic university education, the integrity of teaching, the centrality of liberal studies in professional education and the development and support of research and graduate studies. The Dean will hold an academic appointment. Salary will be commensurate with qualifications and experience.

Applications and nominations, together with a curriculum vitae and the names of three referees, should be received by November 13, 2000 and addressed to Dr. Errol Aspevig, Vice President, Academic, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Applications may also be faxed in confidence to (416) 979-5279. The search process will continue until an individual is selected.

Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada

RYERSON

Lakehead UNIVERSITY

Lakehead University is located at the head of Lake Superior in Thunder Bay, Ontario, a city of 120,000 people. Thunder Bay is currently the Forest Capital of Canada and a major centre of forest-related activities. The University offers a comprehensive array of arts, science and professional programs to approximately 6,500 students. One mandate of the University is to serve the vast region of Northwestern Ontario and Aboriginal interests through on-campus and community-based programming, part-time studies and distance education. Lakehead is, however, an international institution and the majority of its students come from outside the region. The University has 260 faculty engaged in teaching and basic and applied research, and a staff of 360. A recently developed Strategic Plan positions Lakehead for future growth and development. For more information on Lakehead University and the Strategic Plan, please visit our web site at www.lakeheadu.ca.

Lakehead University seeks to fill the following appointment as early as January 1, 2001. Salary will be commensurate with experience and ability, and is negotiable. Review of applications will begin on October 31, 2000.

Dean of Forestry and the Forest Enivronment

Reporting to the Vice-President (Academic) & Provost, the Dean of Forestry and the Forest Environment is responsible for the planning, management and administration of the Faculty. The successful applicant will possess appropriate academic credentials as well as management experience and a record of distinction in academic and/or related professional settings. Research experience is required. The successful candidate will be conversant with current forestry and natural resource issues. He/she will have contacts within the profession, industry and related fields, and within government, and national and international agencies. He/she will have excellent interpersonal skills, the ability to inspire and support the research productivity of the Faculty and a vision of the role of education in the area of Forest Resources.

Lakehead University has before its Senate a proposal for academic restructuring. The successful candidate should be prepared for the possibility of working within an expanded mandate, representing the interests of natural resource areas in addition to Forestry.

The Faculty of Forestry and the Forest Environment has extensive teaching and research facilities, including a state-of-the-art green-house facility, an environmental simulation system and GIS facilities. The Faculty also manages several teaching and research forests. The Faculty offers baccalaureate programs in Science in Forestry, with a co-op option, and Environmental Studies in Forest Conservation, as well as two graduate programs at the Masters' level. It is anticipated that a PhD program will be added in the near future. The HBScF has recently been re-accredited for 6 years by the Canadian Forestry Accreditation Board.

Please submit nominations and applications, including the names and contact information of three references, to:

Dr. Mary Louise Hill, Chair
Search Committee for Dean of Forestry & the Forest Environment
Lakehead University
Thunder Bay, Ontario P7B 5E1
E-mail: mary.louise.hill@lakeheadu.ca
Fax: 807-345-8075

In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals within visible minorities, Aboriginal persons, and persons with disabilities.

Biostatistician

The Department of Clinical Epidemiology and Biostatistics (CE&B) at McMaster University has an open position in Biostatistics at the level of Assistant Professor. Qualifications include a Ph.D or equivalent in biostatistics or equivalent, interests in development of statistical methodology for epidemiology and health research, and experience with statistical applications in population/clinical/health services research. Experience in the application and teaching of biostatistics in health research and statistical consultation with clinician researchers is considered an important attribute. Applicants are expected to show they can pursue their own independent area of research, as evidenced by publications in peer review journals and participation in peer-reviewed funded research. Applicants with a career award will be given preference.

The successful applicant will be a regular contributor to teaching in the Health Research Methodology Program in the Health Sciences Graduate Program and/or in the Bachelor of Health Sciences Program and/or in other educational programs at McMaster. The applicant will undertake research, education, administration, and research consultation activities according to departmental expectations of full-time faculty members at the rank of Assistant Professor.

McMaster University is "research intensive" and perennially rated as the most innovative university in Canada. The faculty of CE&B attracts the highest average research funding and enjoys the highest publication record in the university. The Department is world renowned for the pioneering nature and high quality of its research and education programs. CE&B provides an exciting academic environment, operating on a collegial model with interdisciplinary research teams, and a mentorship program for junior faculty. For more information about CE&B, visit **http://www.fhs.mcmaster.ca/ceb** and about the Faculty, visit our web-site at **http://www.fhs.mcmaster.ca**.

Applications and nominations including a curriculum vitae, a statement of research interests and academic goals, and the names of three referees may be forwarded by **October 31, 2000,** to: **Dr. R. Brian Haynes, Chair, Department of Clinical Epidemiology and Biostatistics, Faculty of Health Sciences, 1200 Main Street West, HSC-2C10B, Hamilton, Ontario L8N 3Z5 (tel. 905-525-9140 ext. 24931; e-mail: bhaynes@fhs.mcmaster.ca).**

We thank all applicants in advance and advise that only those to be interviewed will be contacted by telephone.

McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents.

"An equal opportunity employer"

McMaster University

teaching required. Area of specialization: history of philosophy, which may include non-western philosophy, or ethics. Area of competence: critical reasoning. Duties will include research and teaching in area of specialization. The successful candidate will teach undergraduate courses at the Scarborough campus and graduate courses at the St. George campus. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to Professor Elizabeth Cowper, Chair, Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Closing date for receipt of applications: November 15, 2000. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, Aboriginal peoples, and persons with disabilities.

PHOTO ARTS

THE UNIVERSITY OF LETHBRIDGE, Faculty of Fine Arts, Division of Art invites applications for one full-time tenure track position at the Assistant professor level to teach in the area of Photo Arts, effective July 1, 2001. MFA or equivalent terminal degree is required along with a substantial and active record of exhibition. The successful candidate will have a record of excellence in teaching with a specialty in traditional and digital photographic processes. Demonstrated skills in teaching in another studio area is a requirement. Knowledge of video, audio, and other contemporary photo-based practices would be an asset. Additionally, the candidate must have the desire and ability to work in a small department where there is considerable growth in traditional disciplines and new media, as well as participate in an active visitors programme and the development and direction of the Division of Art. The Faculty of Fine Arts, housed in the Centre for the Arts, offers degree programs in Art, Drama, Music, and Multimedia within the liberal education context and focuses on excellence in teaching and research/creative activity. Founded in 1967, the University is located in southern Alberta, and has an enrollment of more than 6000 students. For more information about The University of Lethbridge please contact our website <http://home.uleth.ca/>. Interested candidates are asked to submit a letter along with current CV, documentation of work, statement of teaching philosophy, and names and addresses (including phone and email) of three referees qualified to assess teaching as well as other areas of professional accomplishments to the following address by the closing date, November 30, 2000: Dr. Ches Skinner, Dean, Faculty of Fine Arts, The University of Lethbridge, Lethbridge, AB, T1K 3M4, (403) 329-2155 (Office), (403) 382-7127; Email: Skinner@uleth.ca. In accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Lethbridge is an equal opportunity employer and offers a non-smoking environment.

PHYSICAL EDUCATION & RECREATION

UNIVERSITY OF ALBERTA — (Muscle Cell Biology). An AHFMR-funded postdoctoral position is available in the Faculty of Physical Education at the University of Alberta, Edmonton, Alberta, Canada. Work will involve studying factors that regulate changes in skeletal muscle phenotype and gene expression in response to altered environmental demands, as well as routine laboratory maintenance, experimental documentation, and manuscript preparation. The successful applicant will hold a PhD in biochemistry, physiology, cell biology or a related discipline, with experience in muscle cell or molecular biology. Experience with the following analytical techniques is required: one- and two-dimensional electrophoresis, RT-PCR, immunofluorescence, Western blotting, enzyme activity assays and muscle cell culture techniques. Special consideration will be given to applicants who also have demonstrated experience with the following techniques: cell transfection, in situ hybridization and DNA foot printing. Salary will be comparable to the CIHR postdoctoral scale, and will be based on years of relevant experience and publication record. Review of applications will begin immediately and continue until the position is filled. Send curriculum vitae, names and contact information of three references, a letter detailing research experience and reprints of most relevant publications to: Dr. C.T. Putman, Muscle Research Group, Faculty of Physical Education and Recreation, University of Alberta, Edmonton, AB, Canada T6G 2H9; Tel.: (780) 492-2187; Fax: (780) 492-2364, email: ted.putman@ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

PHYSICAL EDUCATION

BROCK UNIVERSITY — Department of Physical Education, Faculty of Applied Health Sciences. The Department of Physical Education is seeking a sport biomechanist for a probationary/tenure-track position at the rank of Assistant or Associate Professor, effective July 1, 2001. Applicants should have a doctorate and a demonstrated research program. In addition to biomechanics courses, the applicant should have the ability to teach in at least one of the following areas: growth and development, functional anatomy, and research methods. Brock University is in the middle of a major building campaign that includes 10,000 sq ft. of new laboratory and research space for the Faculty of Applied Health Sciences. The closing date for applications is December 15, 2000 and the review process will continue until the position is filled. Applicants must submit a letter of application, a statement of research interests, a curriculum vitae, and three letters of reference to: Dr. Anna Lathrop, Chair, Department of Physical Education, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, Canada L2S 3A1. E-mail: alathrop@amail.per.brocku.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found on the University's website at www.BrockU.ca.

PHYSICAL THERAPY

UNIVERSITY OF MANITOBA — The Division of Physical Therapy, School of Medical Rehabilitation, Faculty of Medicine, University of Manitoba invites applications for a full time, tenure track position at the rank of Assistant Professor, Associate Professor or Professor (dependent on qualifications and experience), to commence as soon as possible. The position is subject to final budget approval. For appointment at the Assistant Professor level, the successful candidate will be a Physiotherapist and will hold a PhD. For appointment at the Associate Professor level the successful candidate will hold a PhD plus show evidence of independent research activity. For appointment at the Professor level, the successful applicant will hold a PhD and show evidence of substantive research activity including the ability to attract nationally competitive research funding and successful graduate student completions. At all levels, the successful candidate will present evidence of additional postgraduate clinical qualifications and substantial clinical experience in the orthopaedic/musculoskeletal field as well as previous teaching experience. In exceptional circumstances, consideration will be given to candidates who have not completed their PhD but have demonstrated research productivity or potential. The appointee will engage in undergraduate and graduate teaching in orthopaedic/musculoskeletal physiotherapy and will undertake research and service in accordance with the requirements of a full-time academic position. The successful candidate will be required to obtain licensure with the Association of Physiotherapists of Manitoba. The salary range is subject to budgetary approval. The University of Manitoba provides assistance with moving expenses and offers a generous benefits package that includes both health and dental plans. Research space is available for new faculty. Faculty members taking up their first appointment at a Canadian University have the opportunity to apply for infrastructure funding through the Canada Foundation for Innovation New Opportunities Program. The University of Manitoba is a major research university located in the city of Winnipeg. The city has a rich cultural environment with symphony, opera, dance, theatre and ethnic festivals. The region also provides ample opportunities for outdoor recreation in all seasons. The University of Manitoba encourages applications from qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Further information concerning the School of Medical Rehabilitation, the University of Manitoba and the city of Winnipeg may be obtained from the following sites: http://www.umanitoba.ca/medicine/medrehab, http://www.umanitoba.ca, http://www.tourism.winnipeg.mb.ca. Applicants should send a curriculum vitae and the names of three references to: Dr. Anthony Wright, Head, Division of Physical Therapy, School of Medical Rehabilitation, The University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. E-mail: twright@ms.umanitoba.ca, Tel. (204) 787-1099, Fax (204) 787-1227. Applications may also be submitted by Fax or by E-mail. Preliminary enquiries are welcome and will be dealt with in confidence. Closing date for receipt of applications is December 8, 2000.

PHYSICS & ASTRONOMY

UNIVERSITY OF VICTORIA — Tenure Track Position in Theoretical Physics. The Department of Physics and Astronomy at the University of Victoria invites applications for a tenure-track position at the rank of Assistant Professor in the area of theoretical particle physics of theoretical particle astrophysics. Applicants are expected to possess an exceptionally strong and internationally recognized research record and outstanding promise for future research accomplishments. The successful candidate will have a commitment to graduate and undergraduate education. The Department of Physics and Astronomy consists of approximately 17 faculty members working primarily in the research areas of particle physics, astronomy/astrophysics and ocean physics. The department has a successful and productive association with the near-by TRIUMF laboratory. The particle physics group has an ongoing participation in the OPAL and ATLAS experiments at CERN and the BaBar experiment at SLAC. The astronomy group benefits from close relations with the nearby Herzberg Institute of Astrophysics and its staff, telescopes and instrumentation, and also has access to facilities such as the Canada-France-Hawaii and the James Clerk Maxwell telescopes and the Gemini telescopes. See http://www.phys.uvic.ca for further information. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Others are encouraged to apply, but are not eligible for appointment unless a search among qualified Canadian applicants proves unsuccessful. Applications, including a curriculum vitae, publication list, statement of present and future research interests, and the names and addresses of at least three referees, should be sent to: Charles Picciotto, Chair, Department of Physics and Astronomy, University of Victoria, P.O. Box 3055 Stn Csc, Victoria, BC V8W 3P6 Canada. Applications will be accepted until 31 December 2000, with an intended starting date of 1 July 2001.

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Physics and Astronomy. Faculty Position in Particle Physics Theory / String Theory. The Department of Physics and Astronomy at the University of British Columbia is looking for an outstanding researcher in the general area of Particle Physics Theory and/or String Theory. The tenure-track position is for an Assistant Professor, but exceptional senior researchers are also invited to apply for an appointment at a higher rank. The department has a strong theory group which includes people working in Particle Physics, Field Theory, Gravity, Condensed Matter, Cosmology and Astrophysics with whom the successful candidate would be expected to interact. The department also has (amongst others) experimental groups working in particle physics, cosmology and astrophysics and has close links with nearby TRIUMF. Canada's only national particle physics lab. The University of British Columbia hires on the basis of merit and is committed to employment equity. In order to address under-representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should submit curriculum vitae and a statement of current research interests and future plans. They should also have three letters of reference sent directly to: Prof. T. Tiedje, Head, Department of Physics and Astronomy, The University of British Columbia, 6224 Agricultural Road, Vancouver, B.C., Canada V6T 1Z1. The deadline for receipt of all applications is December 31, 2000. More information on the research programs at the Department of Physics and Astronomy can be found at the following website: http://www.physics.ubc.ca; e-mail applications cannot be accepted; enquiries only to fore@physics.ubc.ca, Lore Hoffmann, Secretary to the Head.

PHYSICS

BROCK UNIVERSITY — The Department of Physics at Brock University invites applications for a tenure-track position, subject to final budgetary approval, in Experimental Physics, effective July 1, 2001, at the rank of Assistant Professor. The successful candidate will have a PhD in Physics, or Engineering Physics, or Applied Physics and be expected to establish a productive research program and to assume normal undergraduate and graduate teaching duties in the Department. Preference will be given to areas of experimental condensed matter, photonics, optoelectronics and molecular nanotechnology. Applications including a curriculum vitae, the names of three referees, and a detailed research plan should be sent to: The Chair, Department of Physics, Brock University, St. Catharines, Ontario, Canada L2S 3A1. Candidates can expedite matters by having referees write the Department directly. Applications will be considered starting January 1, 2001, until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Brock University is committed to a Positive Action Policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applicants who are eligible for NSERC/IRF awards are encouraged to apply for this award. More information on Brock University can be found on the University's website: www.brocku.ca

QUEEN'S UNIVERSITY — Engineering Physics. Applications are invited for a tenure-track position at the Assistant Professor level. The preferred starting date is 1 July 2001. Applicants must have a PhD, or equivalent experience, and will be expected to acquire, and maintain professional engineering registration in Canada. Appropriate industrial and teaching experience is desirable. The appointee will be expected to provide instruction in the Engineering Physics Program, to establish a strong program of research and graduate student supervision and links to industry, and to participate in administrative duties. The salary offered will be commensurate with qualifications and experience. The primary selection criteria will be the quality of the candidates as judged against our goals of preparing students for careers in high technology industry and research and of enhancing our research at the interface between basic science and its application to emerging technology. Currently the department has major applied physics research groups involved in the development of nondestructive inspection techniques and applied magnetics, medical ultrasonics, optoelectronics and in materials research in ceramic, thin film, ferroelectric and electronic devices. Other research in the department includes studies of polymers, surface and interface physics, neutron scattering, electronic structure of materials, astronomy and astrophysics, and neutrino physics at the Sudbury Neutrino Observatory. Additional information about the Department and University is available at: http://www.physics.queensu.ca/. This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Please submit a detailed curriculum vitae, a statement of research and teaching interests, and arrange to have at least three letters of recommendation sent to: Dr. Martin J. Duncan, Head, Department of Physics, Queen's University, Kingston, Ontario, Canada K7L 3N6. Tel: (613) 533-2706, Fax (613) 533-6967. Review of applications will begin on January 1, 2001 and continue until the position is filled.

POLITICAL SCIENCE

UNIVERSITY OF BRITISH COLUMBIA — Comparative Politics. The Department of Political Science at the University of British Columbia invites applications for a tenure-track position in comparative politics with a specialization in the politics or political economy of Japan at the Assistant Professor level effective July 2001. The criteria for selection of candidates will include: scholarly potential, ability to conduct research of theoretical significance, field research experience, capacity to teach courses on comparative politics at the graduate and undergraduate levels and language ability. Applications, including the names and addresses of three referees, will be received up until November 1, 2000 and should be addressed to: The Head, Department of Political Science, University of British Columbia, C472-1866 Main Mall, Vancouver, BC, Canada V6T 1Z1. For further information on the department including its 1999 – 2000 Annual Report please see the web site at www.arts.ubc.ca/polisci/. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. International Relations: The Department of Political Science at the University of British Columbia invites applications for a tenure-track position in international relations at the Assistant Professor level effective July 2001. Areas of particular departmental interest include international relations theory and international political economy. The criteria for selection of candidates will include: scholarly potential, ability to conduct research of theoretical significance, research experience and capacity to teach courses at the graduate and undergraduate levels. Applications, including the names and addresses of three referees, will be received up until November 1, 2000 and should be addressed to: The Head, Department of Political Science, University of British Columbia, C472-1866 Main Mall, Vancouver, BC, Canada V6T 1Z1. For further information on the department including its 1999 – 2000 Annual Report please see the web site at www.arts.ubc.ca/polisci/. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Canadian Politics: The Department of Political Science at the University of British Columbia invites applications for a tenure-track position in Canadian politics at the Assistant Professor level effective July 1, 2001. The criteria for selection of candidates will include: scholarly potential, ability to conduct research of theoretical significance, research experience and capacity to teach courses at the graduate and undergraduate levels. Applications, including the names and addresses of three referees, will be received up until November 1, 2000 and should be addressed to: The Head, Department of Political Science, University of British Columbia, C472-1866 Main Mall, Vancouver, BC, Canada V6T 1Z1. For further information on the department including its 1999 – 2000 Annual Report

EXTENSION DIVISION

UNIVERSITY OF SASKATCHEWAN

Instructional Designer

Applications are invited for a full-time tenure-track position as an Instructional Designer with the Extension Division. The appointment will be at the level of Assistant Professor and will commence January 1, 2001, or as soon as possible after that date. The closing date for applications is November 1, 2000.

Applicants must hold, or be near completion of, a doctoral degree in educational technology, instructional design, adult education, or a related field. Candidates must have demonstrated knowledge and competence in the following areas: instructional design, design of distance education materials, distance education delivery modes, adult education, desktop publishing. Excellent interpersonal and communications skills are essential, including the ability to work well on a team.

The successful candidate will work with subject matter experts to design distance education course materials and will consult with faculty in the applications of instructional design principles in teaching. Duties are also expected to include teaching and supervision of graduate students and conducting research related to educational technology and instructional design. Currently, courses are delivered via print, audioconferencing, interactive television, and online. Online instruction is an expanding delivery mode.

Program Director, Humanities/ Social Sciences & Seniors

Applications are invited for a full-time tenure-track position as Program Director, Humanities/Social Sciences & Seniors programs in the Extension Division. The appointment will be at the level of Assistant Professor and will commence no later than July 1, 2001. The closing date for applications is December 1, 2000.

Applicants must hold, or be near completion of, a doctoral degree in adult and continuing education, or a related field. Candidates must have demonstrated knowledge and competence in the design, development, delivery, and evaluation of adult education programs. Excellent interpersonal and communications skills are essential, including the ability to work well on a team and with community partners.

The successful candidate will be primarily responsible for non-degree educational programs in the area of Humanities/Social Sciences & Seniors. Duties are also expected to include teaching and supervision of graduate students and conducting research in adult and continuing education.

Candidates for these positions should send a curriculum vitae, a letter of application including a statement of teaching and research interests, and the names of three references to: Dr. Gordon Thompson, Dean, Extension Division, University of Saskatchewan, 117 Science Place, Saskatoon, SK, S7N 5C8; ext.dean@usask.ca. Further information about the Extension Division and our programs is available on our website: www.extension.usask.ca

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. These positions have been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigration status in Canada.

Assistant or Associate Professor of Economics or Finance

Athabasca University, Canada's Open University™, invites applications for a tenure track appointment in the undergraduate School of Business.

Candidates for this position should have a PhD (or be near completion) in economics or finance. A background in money and banking, or financial services is preferred. A strong general economics background is required.

Experience in distance education, adult education, on-line education, or other forms of innovative teaching will be an asset. All candidates will be expected to provide evidence of their teaching commitment and competence, and a record of their research and scholarly activities.

The successful candidate will be part of a highly motivated team advancing the technological boundaries in business education and delivering economics and business courses and degree programs globally via the World Wide Web.

Further information about this position may be obtained from Mavis Jacobs, Director, School of Business: (780) 675-6483; fax, (780) 675-6338; or e-mail, mavisj@athabascau.ca.

Athabasca University is located in the town of Athabasca in the beautiful cottage country of north central Alberta, 145 km north of Edmonton. It specializes in distance education and delivers courses to approximately 22,000 students per year.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should forward a letter of application, curriculum vitae, and the names and addresses of three referees to: **Co-ordinator, Employment Services, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; by fax (780) 675-6135 or by e-mail to resume@athabascau.ca .**

This position will remain open until suitable candidates have been found; however, the selection committee will start reviewing applications in November 2000.

Athabasca University
Canada's Open University™

please see the web site at www.arts.ubc.ca/polisci/. The position is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF WINDSOR invites applications for two tenure-track positions in Political Science commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Bruce Tucker, Head, History, Philosophy and Political Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2347; Fax: 519.971.3610, Email: tucker1@uwindsor.ca

UNIVERSITY OF TORONTO — Political Theory. The Department of Political Science at the University of Toronto invites applications for a tenure-track position in the field of Political Theory. The position will be at the rank of Assistant Professor, beginning July 1, 2001. The successful applicant will be expected to teach courses on the history of political thought (either ancient and early modern, or modern political thought). He or she should also, in his/her research, show evidence of a deep commitment to scholarship concerning leading texts in the history of political philosophy. Applicants should show promise of superior research ability as well as the potential to provide excellent undergraduate and graduate teaching. Applicants must have a PhD or be near completion. Applicants should ask 3 referees to send a letter of recommendation under separate cover to the address below by the deadline. Applicants should also send a curriculum vitae, a teaching dossier, and a statement outlining current and future research interests to: Professor Robert C. Vipond, Professor and Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 3G3 Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. Closing date of applications is Monday, October 16, 2000

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Political Science. Assistant Professor: probationary (tenure track) beginning 1 July 2001, subject to budgetary approval. A PhD in Political Science, and a strong commitment to scholarship and teaching in a university with excellent opportunities for research and scholarly activity. The successful candidate will be expected to teach introductory and advanced courses in political philosophy, and to develop a continuing research program in Political Science. The ability to teach in a second sub-field would be an asset. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca or the Department's home page at http://home.uleth.ca/pol. This position is open to all qualified applicants but preference will be given to Canadian citizens and permanent residents of Canada. Applicants should send a letter describing interest and qualifications in all areas of teaching competence, and attach a curriculum vitae, most recent transcript, course outlines and teaching evaluations, a statement of teaching philosophy, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Peter McCormick, Chair, Department of Political Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2580, Fax (403) 382-7148, E-mail: hodgson@uleth.ca or mccormick@uleth.ca. The closing date for applications is November 30, 2000

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Political Science. Assistant Professor: probationary (tenure-track) beginning 1 July 2001, subject to budgetary approval. A PhD in Political Science, and a strong commitment to scholarship and teaching in a university with excellent opportunities for research and scholarly activity. The successful candidate will be expected to teach introductory and advanced courses in international relations and/or international political economy, and to develop a continuing research program in Political Science. The ability to teach Canadian Foreign Policy and one or more courses outside the area of specialization would be an advantage. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca or the Department's home page at http://home.uleth.ca/pol. This position is open to all qualified applicants but preference will be given to Canadian citizens and permanent residents of Canada. Applicants should send a letter describing interest and qualifications in all areas of teaching competence, course outlines and teaching evaluations, a statement of teaching philosophy, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Peter McCormick, Chair, Department of Political Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2580, Fax: (403) 382-7148, E-mail: hodgson@uleth.ca or mccormick@uleth.ca. The closing date for applications is November 30, 2000.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to four tenure-track positions available — two in the field of Comparative Politics (Western European and Eastern European); one in the field of Public Policy and Administration, and one in the area of International Political Economy. Please see our full-page display ad in this issue.

PRESIDENT

PROVIDENCE COLLEGE AND THEOLOGICAL SEMINARY is seeking applications for the Office of President. Providence is an interdenominational evangelical institution. Providence is located at Otterburne, Manitoba, Canada, thirty minutes south of Winnipeg. Present enrollment is 650 full time equivalent with 7% growth during each of the past five years. Providence programs include theology, liberal arts, sports, music and drama. The President is responsible for the overall operation of the institution, including the promotion of the mission and vision of Providence, administrative oversight, representation of the institution on public matters, and directing a program for academic and financial growth. The President will identify with the Providence statement of faith. The statement may be viewed on the Providence web page: http://www.providence.mb.ca. General Information: The President is expected to have a doctoral degree and administrative experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should submit a curriculum vitae in confidence to presidentialsearch@providence.mb.ca. Presidential Search, Don Streuber, Chairman, Providence College, Otterburne MB, R0A 1G0. Deadline for applications is November 10, 2000. Duties will commence in spring or summer of 2001.

PSYCHOLOGY & NEUROSCIENCE

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Psychology and Neuroscience. Assistant Professor: probationary (tenure-track) beginning 1 January 2001, subject to budgetary approval. A PhD or near completion is required. We are actively seeking an individual with a strong natural science background and integrative research and teaching interests that mesh with current departmental emphases in neuroscience, cognitive science, development, and evolutionary psychology, stressing a biological/evolutionary approach to issues of brain and behaviour. Preference is for candidates studying social behaviour and/or biological approaches to issues of perception, cognition, and development. The successful candidate will be expected to secure external funding to maintain an active research program. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. This position is open to all qualified applicants but preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. John Vokey, Chair, Department of Psychology and Neuroscience, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2235, Fax: (403) 329-2555, or E-mail: weblage@hg.uleth.ca. The closing date for applications is November 15, 2000

PSYCHOLOGY

QUEEN'S UNIVERSITY — Department of Psychology. A tenure-track position at the Assistant Professor level is available starting 1 January 2001 or 1 July 2001, in the area of Social Psychology. Applications will be accepted until 14 November 2000, or until the position is filled. Queen's University is located in the historic city of Kingston, an attractive community of approximately 125,000, situated on the shore of Lake Ontario at the head of the St. Lawrence River, and roughly equidistant from Toronto, Ottawa, Montreal, and Syracuse, N.Y. For additional information about Queen's and our Department see our website at http://pavlov.psyc.queensu.ca. The successful candidate will have a PhD with a specialization in Social Psychology. She or he is expected to teach social psychology at the undergraduate and graduate level. Expertise and willingness to teach research design and quantitative methods, including multivariate statistics, at the undergraduate or graduate level would be an asset. In addition to teaching, the successful candidate is expected to supervise the research of undergraduate and graduate students and to maintain an active research program. Decisions will be made on the basis of demonstrated research competence, teaching ability, potential for collegial service, and fit with the Department. Current research interests of social psychologists in the Department include eyewitness psychology, social cognition, decision making, and attitudes and attitude change. Preference will be given to candidates whose research complements existing strengths relevant to the Clinical Programme which include developmental, forensic, and health psychology, assessment, and neurobiological mechanisms of behaviour relevant to psychological disorders. Decisions will be made on the basis of demonstrated research and teaching excellence, complementarity of research interests, possession of relevant skills, and potential for collegial service. Salary will be commensurate with qualifications and experience in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Applications, curriculum vitae, copies of recent publications and letters from three referees should be sent to Dr. A.W. MacLean, Head, Department of Psychology, Queen's University, Kingston, Ontario K7L 3N6, telephone (613) 533-2492, fax (613) 533-2499

UNIVERSITY OF CALGARY — Industrial-Organizational Psychology. The Department of Psychology invites applications for a tenure-track appointment at the Assistant Professor level in Industrial-Organizational Psychology, effective July 1,2001. Responsibilities: Maintain a productive research program, teach in the department's graduate and undergraduate programs, supervise graduate students, and contribute to university service activities. Qualifications: PhD in Psychology or equivalent; evidence of effective teaching and a demonstrated ability to conduct research in industrial-organizational psychology. Teaching experience in research design and quantitative methods is an asset. Applications, including a statement of interest, curriculum vitae, recent representative works, and three letters of reference, should be sent by December 15, 2000, to: Dr. Theresa Kline, Search Committee Chair, Department of Psychology, University of Calgary, 2500 University Drive NW, Calgary, Alberta, T2N 1N4 Tel: (403) 220-3469 Fax: (403) 282-8249 e-mail address: tbabbitt@ucalgary.ca The University of Calgary respects, appreciates and encourages diversity

WILFRID LAURIER UNIVERSITY — The Psychology Department invites applications for a tenure-track appointment in any area of applied psychology, subject to budgetary approval, beginning July 1, 2001. Areas of research specialization that would be of interest include psychological measurement and testing, child-clinical, organizational psychology, health psychology, educational/school psychology, or criminal justice/forensic psychology. Applicants should have a PhD, evidence of, commitment to, and superior ability in teaching, as well as an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience or potential, and three letters of reference (sent directly by referees) to Dr. Angelo Santi, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 (email: asanti@wlu.ca) We will accept applications until November 15, 2000, or until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men

WILFRID LAURIER UNIVERSITY — The Psychology Department invites applications for a tenure-track appointment in community psychology, subject to budgetary approval, beginning July 1, 2001. Additional expertise in the psychology of women and/or clinical/abnormal psychology is desired. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, as well as an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience or potential, and three letters of reference (sent directly by referees) to Dr. Angelo Santi, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 (email asanti@wlu.ca) We will accept applications until November 15, 2000, or until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men

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UNIVERSITY OF SASKATCHEWAN

Head

Department of Educational Psychology & Special Education

The Department of Educational Psychology and Special Education in the College of Education, University of Saskatchewan, invites applications for the position of department head, for an initial term of five years and subject to renewal.

The department has 15 tenure track positions. Responsibilities of the department include teaching in the graduate and undergraduate programs, supervision of College practica, research and scholarly work, practice of professional skills, and extension and public service. The department has 125 students enrolled in diploma or master's programs, and a special case doctoral program. The College of Education has 1300 undergraduate students and 450 graduate students.

The successful candidate will have an earned doctorate, experience in schools, and be innovative, dynamic and energetic with a distinguished record in research, teaching and administration. The Head will provide leadership as the department contemplates new and challenging directions in the graduate program. Candidates should have a strong commitment to teaching, research and university-community relationships.

Salary and rank will be commensurate with qualifications and may be made at the Associate or Full Professor rank. This is a full-time tenure track position, effective July 1, 2001.

Please submit a letter of application, CV and names and addresses of at least three referees to Dr. K.G. Jacknicke, Dean, College of Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK S7N 0X1. For additional information the Dean may be reached at 306 966 7647; Fax 306 966 7624; E-mail: Ken.Jacknicke@usask.ca. Closing date for applications is December 15, 2000, although the position will remain open until a suitable candidate is found.

The University is committed to employment equity. Members of the designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their application. This position has been cleared for advertising at the two-tier level. Applications are invited from qualified individuals regardless of their immigrant status in Canada.

Further information about the College and its programs is available on our Web site (www.usask.ca/education/).

College of Education

The UNIVERSITY *of* WESTERN ONTARIO

Chair, Department of Family Medicine

The Faculty of Medicine & Dentistry, at the University of Western Ontario, is inviting applications/nominations for the position of Chair in the Department of Family Medicine. The Department of Family Medicine was established in 1969 and has provided leadership and innovation in the teaching and research of Family Medicine nationally and internationally.

The Department serves a defined geographic region, Southwestern Ontario, and is responsive to the needs of both the urban and rural communities. Postgraduate training occurs in both the urban and rural settings. Four community-based family practice teaching units (three urban and one rural) and three rural/regional practices provide residents with twelve cumulative months of family medicine teaching. In addition to a strong residency program, the Department makes a significant contribution to the undergraduate medical curriculum, particularly in the practice of patient-centred care and population-based medicine. Many urban and rural practices partner with the Department to provide undergraduate teaching on a part time basis.

The Department's Masters in Clinical Science (MCISc) degree program, now in its 24th year, has recently made a successful transition to a distance education, on-line format. Over the years graduates of the MCISc have become leaders in family medicine teaching, research, and administration worldwide.

The Department of Family Medicine has a major presence in family medicine research through the Centre for Studies in Family Medicine (CSFM). The interdisciplinary team (epidemiology, family medicine, social work, psychology) of the CSFM conducts research on family physician communication, prevention and health promotion, integrated systems of care, care of populations at risk and other health services related issues. Affiliated with the CSFM are researchers at the Population and Community Health Unit, the Canadian Task Force on Prevention and the Centre for Activity and Aging.

The Department was instrumental in the development of the Southwestern Ontario Rural Medicine Unit (SWDRM) which addresses the needs of both patients and physicians in rural communities through teaching and research. There is also a long history in the Department of successful interdepartmental collaborations in both teaching and research.

The preferred candidate for the position of Chair of the Department of Family Medicine will demonstrate a strong academic background in both teaching and research. Through the CSFM there will be opportunities for collaborative research. It is anticipated that the successful candidate will have some participation in clinical practice. He/she will have strong leadership, administrative, financial management skills, and communication skills. The preferred candidate will be expected to make a significant contribution to discussion and debate on the evolution of primary care reform and health care delivery in the region.

Details concerning the University of Western Ontario, Faculty of Medicine & Dentistry, London, Ontario, may be found through the University's home page at www.uwo.ca. Interested candidates should submit a CV outlining their current research and teaching experience, interests and proposed future directions, together with the name and addresses of three referees, to:

Dr. Carol Herbert, Dean
Faculty of Medicine & Dentistry
Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1

FAX: (519) 850-2357

The deadline for receipt of applications is **October 30th, 2000.**

This position is subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. The University of Western Ontario has a defined contribution pension plan.

DALHOUSIE UNIVERSITY — Department of Psychology. Experimental/Quantitative Psychologist. A full-time, probationary tenure-track, Assistant Professorship, effective 1 September 2001, is available for a psychologist, any area, who is strong in quantitative methods, experimental design, and psychological statistics. A commitment to developing a vigorous research program in any area of experimental psychology and to undergraduate and graduate teaching in the quantitative area is essential. In accordance with Canadian immigration regulations, this advertisement is directed in the first instance to Canadian citizens and landed immigrants, but all qualified candidates are encouraged to apply. Applicants for this position should possess a PhD and post-doctoral experience in a relevant discipline. Submit a letter of application, a curriculum vitae, copies of two publications, and three letters of reference to Dr. Raymond Klein, Department of Psychology, Life Sciences Centre, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4J1, or by FAX (902) 494-6585 (RayKlein@Dal.Ca). A short-list will be drawn up on the basis of applications received by 15 November 2000, although applications may still be considered after that date until the position is filled. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified women, Aboriginal peoples, racially visible people and persons with a disability. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA — Canada Research Chair in Developmental Cognitive Systems and Neuroscience. The Department of Psychology at University of British Columbia invites applications for one senior tenure-track appointment at the full professor level. This position will be designated as a Tier I Canada Research Chair. This prestigious position will be funded through the federal government program, with research support appropriate to the programs and goals. The appointment will be made in association with a UBC campus-wide initiative (and other appointments) in a Neuroscience and Cognitive Systems "cluster." In this case, we are particularly interested in applicants with an established record of research in developmental cognitive neuroscience, with a focus on the effects of experience on brain organization and neural processing. The ideal candidate would have research interests in language and the brain and, ideally, also in visual-spatial processing and attention. The individual is expected to be experienced, and technically able in both behavioural and imaging techniques (fMRI, PET), including those (such as ERP) that can be used with infants and special populations. To apply, send a curriculum vitae, a short statement of research interests, selected reprints, and the names of three referees to Dr. Richard C. Tees, Head, Department of Psychology, University of British Columbia, Vancouver, BC Canada V6T 1Z4. Closing date for applications and supporting material is December 20, 2000. The University of British Columbia hires on the basis of merit and it is committed to employment equity. We encourage all qualified persons to apply. There is no restriction with regard to nationality or residence and the positions are open to all candidates. Offers will be made in keeping with immigration requirements associated with the CRC program.

MCGILL UNIVERSITY — Department of Psychology. Assistant or Junior Associate Professor Position in Behavioral Neuroscience. The Department of Psychology of McGill University seeks applicants for a tenure-track position at the Assistant or Junior Associate Professor level in Behavioral Neuroscience. The deadline for receipt of completed applications is January 15, 2001, with an anticipated starting date of September 1, 2001. Our current strengths within this broad domain are in the areas of vision, learning and memory, the psychopharmacology of reward and reinforcement, and the biological basis of pain. Applications in these areas as well as others in Behavioral Neuroscience are welcome. The Department has excellent facilities for interdisciplinary research through its links with related academic departments and research units in the McGill University Health Centre including the Montreal Neurological Institute. Applicants at the Assistant Professor level should present early evidence of the ability to establish a record of significant, externally funded research productivity, and applicants at the Associate Professor level should have such a record. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to Chair, Behavioral Neuroscience Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MCGILL UNIVERSITY — Department of Psychology. Assistant or Junior Associate Professor Position in Human Cognitive Neuroscience. The Department of Psychology of McGill University seeks applicants for a tenure-track position at the Assistant or Junior Associate Professor level in Human Cognitive Neuroscience. The deadline for receipt of completed applications is January 15, 2001, with an anticipated starting date of September 1, 2001. Preference will be given to applicants with interests in the cognitive neuroscience of higher order cognitive processes, such as language, reasoning, problem solving, categorization, decision making. Our current strengths within this broad domain are language, higher order reasoning, learning, memory, and speech and music cognition. The Department has excellent facilities for interdisciplinary research through its links with related academic departments at McGill and other universities in Montreal, research units in the McGill University Health Centre including the Montreal Neurological Institute, and McGill Cognitive Science. Applicants at the Assistant Professor level should present early evidence of the ability to establish a record of significant, externally funded research productivity, and applicants at the Associate Professor level should have such a record. All applicants are expected to have an aptitude for undergraduate and graduate teaching. Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to Chair, Human Cognitive Neuroscience Search Committee, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

THE UNIVERSITY OF WINDSOR invites applications for four tenure-track positions in Psychology commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Sheila Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2215, Fax: 519 973.7021; Email: towson@uwindsor.ca

UNIVERSITY OF NEW BRUNSWICK — Department of Psychology. Vacancy: Experimental Psychology Position. The Department of Psychology, University of New Brunswick (Fredericton Campus) invites applications for one approved Tenure-Track Position at the rank of Assistant Professor in any area of Human Experimental Psychology eligible for NSERC support. Priority will be given to candidates with a promising publication record in refereed journals, and the ability to develop a productive research program supported by external funding. Candidates should have a strong commitment to undergraduate and graduate teaching and training within our B.Sc., B.A., and PhD programs. Experience in teaching both lecture and laboratory courses is an asset. Interested applicants should send a curriculum vitae, recent publications, a statement of research and teaching interests, and arrange to have sent three letters of reference to: Richard Nicki, Chair, Department of Psychology, University of New Brunswick, Fredericton, New Brunswick E3B 6E4, Phone (506) 458-7803; Fax: (506) 447-3063, e-mail: nicki@unb.ca. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Review of applications will start January 1, 2001, and will continue until positions are filled.

UNIVERSITY OF NEW BRUNSWICK — Saint John — The Department of Psychology is inviting applications for a tenure-stream position in Clinical Psychology at the Assistant Professor level, commencing July 1, 2001, subject to budgetary approval. Applicants should have an eclectic background in clinical psychology and be committed to the scientist-practitioner model. A background in physiological psychology, neuropsychology or the dementias would be an asset. A demonstrated ability to teach course(s) relevant to clinical psychology is preferred as is an enthusiasm for teaching other courses at both the graduate and undergraduate levels (including Introductory Psychology). The successful applicant will have the opportunity to develop a course in his/her area of expertise. To further research interests, the applicant may take advantage of the close relationship between the university and a regional hospital located adjacent to the campus and/or a Centre for Criminal Justice Studies which has close ties to the Department of Psychology. The successful applicant will be expected to pursue an active programme of research. A PhD (or near completion) is required, and the candidate should either be licensed or be eligible for licensing as a clinical psychologist in New Brunswick. Salary range will be based upon qualifications and experience. Applications, with curriculum vitae and the names and addresses of three referees, should be sent to: Dean of Arts, University of New Brunswick, P.O. Box 5050, Saint John, NB E2L 4L5. The deadline for the receipt of applications is December 1, 2000. Questions concerning this position may be directed to: Dr. Alexander Wilson, Chair, Department of Psychology, at awil@unbsj.ca. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

ATHABASCA UNIVERSITY — Assistant Professor in Developmental Psychology. Athabasca University, Canada's Open University™, invites applications for an assistant professor in developmental psychology (tenure track appointment). The position is housed within a small community of innovative psychologists in the Centre for Psychology. In addition to its undergraduate degree programs and courses, the centre anticipates the opening of a Master of Counselling program in the near future (subject to approval). The successful candidate should have a PhD in child/developmental psychology, adult development, or life-span development, have relevant teaching experience, and show promise of developing a program of research. Teaching responsibilities include courses in child/developmental psychology, adolescent development, and adult development. The selected candidate will develop print and Internet-based course materials for use by distance learners at the undergraduate level and, potentially, at the graduate level. The preferred candidate will be an innovator in education who believes in open education and enjoys working with adult learners. Experience in distance education and computer-based instruction is an asset. The position is a continuous appointment (i.e., tenure-track) starting February 1, 2001, or as soon as possible thereafter. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. For further information, please phone Dr. Cheuk Ng, Chair, Centre for Psychology, at (780) 675-6146 or e-mail cheukn@athabascau.ca. Applications should include a letter of application, a curriculum vitae, and the names and addresses of three referees. Submit applications to the Co-ordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3; resume@athabascau.ca; Fax: (780) 675-6135. The closing date for this position is December 31, 2000.

UNIVERSITY OF VICTORIA — Cognitive and Social Psychology. The Department of Psychology at the University of Victoria invites applications for a tenure-track Assistant Professor appointment in cognitive psychology and a tenure-track Assistant or Associate Professor appointment in social psychology to begin July 1, 2001. Duties will include successful and programmatic research (as evidenced by publications and external grant support), teaching and student supervision at the undergraduate and graduate levels, and contributions to the collegiality, reputation, and day-to-day operation of the Department and the University (e.g., collaborative research, curriculum development, committee service). For the cognitive position, our aim is to build on strength and we therefore seek applicants whose research interest overlap with those of at least one current member of the cognitive program (which include various aspects of memory, metacognition, cognitive neuroscience, computational modeling, visual perception, mathematical psychology, and child cognitive development). Applicants should have a PhD in cognitive psychology and evidence of outstanding potential in research and teaching. Postdoctoral experience is desirable. For further information about the cognitive program, visit web.uvic.ca/psyc/cognitive/. For the social position, the successful candidate will have a PhD with specialization in social psychology and a publication record (strong publication record if applying at the Associate rank). Teaching experience and the ability to teach multivariate statistics are desirable assets. The successful candidate should be interested in contributing to the development of a program in social psychology. Decisions will be made on the basis of research competence and teaching ability. Information about the Department is available at web.uvic.ca/psyc/ and about the beautiful city of Victoria at www.bctravel.com/cityt.html. To apply, send a letter of application (including a statement of research interests, accomplishments, and plans, and teaching interests, experience, and objectives), curriculum vitae (including citizenship status), copies of scholarly publications, any available evidence of teaching experience or effectiveness, and three letters of reference to the Cognitive Search Committee or to the Social Search Committee, c/o Michael Masson, Chair, Department of Psychology, University of Victoria, P.O. Box 3050, Victoria, BC V8W 3P5, Canada. The deadline for applications is December 1, 2000. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. Membership in these groups will be considered in the selection process. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made.

UNIVERSITY OF ALBERTA — Tenure-Track Position in Applied Developmental Science. The Department of Psychology, Faculty of Science at the University of Alberta, seeks to extend its research in Applied Developmental Science by inviting applicants for a tenure-stream position at the level of assistant professor. Individuals who conduct research on human development and teach in any of the following areas are especially encouraged to apply: (a) infancy and early development, (b) aging, (c) historical development, including developmental neuropsychology, behavioral teratology, pediatric psychology, motor control, and behavioral genetics; (d) language and communication; and (e) learning and motivation related to instructional technology. Skills in advanced statistical modelling are an asset. The expectation is that the successful candidate will secure NSERC, SSHRC, MRC, or equivalent funding. Hiring decisions will be made on the basis of demonstrated research excellence, teaching ability, potential for interaction with colleagues, and departmental need. The appointment is effective July 1, 2001. Further information on this position can be obtained from http://www.psych.ualberta.ca/hiring. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should be received by November 1, 2000. A curriculum vitae, description of current and planned research, description of teaching interests, recent publications, and at least three letters of references should be sent to: Dr. Douglas S. Grant, Chair, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA — Four Positions in Brain, Behaviour, and Cognitive Science. The Department of Psychology, Faculty of Science at the University of Alberta is seeking to expand its development in Behavioural and Cognitive Neurosciences, which is one of the specializations in the Department's general area of Brain, Behaviour, and Cognitive Science. An open-rank position in Behavioural and Cognitive Neurosciences will be open to competition. The appointment is effective July 1, 2001. Candidates should have a demonstrated excellence in the study of the neural basis of behaviour or cognitive processes as applied to perception, neural plasticity, learning, memory, language, development, and aging, attention, motor control, or emotion. The expectation is that the successful candidate will have some postdoctoral experience and will be able to secure NSERC, MRC, or equivalent funding. The Department of Psychology, Faculty of Science at the University of Alberta is seeking to expand its development in Behavioural and Cognitive Neurosciences, which is one of the specializations in the Department's general area of Brain, Behaviour, and Cognitive Science. An open-rank position in Behavioural and Cognitive Neurosciences will be open to competition. The appointment is effective July 1, 2001. Candidates should have a demonstrated excellence in the study of the neural basis of behaviour or cognitive processes as applied to perception, neural plasticity, learning, memory, language, development, and aging, attention, motor control, or emotion. The expectation is that the successful candidate will have some postdoctoral experience and will be able to secure NSERC, MRC, or equivalent funding. The Department of Psychology, Faculty of Science at the University of Alberta is seeking to expand its development in Comparative Cognition, which is one of the specializations in the Department's general area of Brain, Behaviour, and Cognitive Science. A tenure-track position in Comparative Cognition at the level of assistant professor will be open to competition. The appointment will be effective July 1, 2001. Candidates should have a strong research record in animal learning or comparative cognition and teaching interests that include both introductory and advanced courses in learning and comparative cognition. Comparative cognition is broadly defined to include studies of processes such as perception, learning, memory and navigation in vertebrates or invertebrates. We particularly encourage applications from candidates with expertise or interest in neural mechanisms underlying learning and cognition, connectionist modeling, or behavioural genetics. The expectation is that the successful candidate will have some postdoctoral experience and will be able to secure NSERC, MRC, or equivalent funding. The Department of Psychology, Faculty of Science at the University of Alberta is seeking to expand its development in the area of Real-World Cognition, which is one of the specializations in the Department's general area of Brain, Behaviour, and Cognitive Science. A tenure-track position in real-world cognition at the assistant professor level will be open to competition and will be effective July 1, 2001. We invite applications from individuals in any area of real-world cognition, but we are especially interested in a person whose main interest is in human judgment and decision making/risk assessment. Researchers with interest in human factors in human-computer interaction/knowledge engineering, cognitive aspects of survey methodology, autobiographical memory, or applied discourse processing would also be considered for this position. The expectation is that the successful candidate will secure NSERC, MRC, SSNRC, or equivalent funding. The Department of Psychology, Faculty of Science at the University of Alberta is seeking to expand its development in Synthetic Psychology, which is one of the specializations in the Department's general area of Brain, Behaviour, and Cognitive Science. A tenure-track position in Synthetic Psychology at the assistant professor level will be open to competition. The appointment will

Associate Director for Science
HIV Information Infrastructure Project

The Ontario HIV Treatment Network is a non-profit incorporated agency whose vision is ensuring excellence in the treatment and care of people living with HIV in Ontario. Our HIV Information Infrastructure Project is an innovative, leading-edge project using information technology and facilitating research to improve care and treatment for people living with HIV.

We are looking for a half-time Associate Director for Science for HIIP who will provide leadership and direction to ensure that HIIP meets its research mission and mandate. You will support and participate in collaborative research using HIIP data to significantly advance knowledge in the field. An established scientist with a record of excellence in HIV research, you have an M.D. or PhD with at least 3-5 years of relevant post-doctoral experience. The ideal candidate will have a demonstrated aptitude for collaborative research and for research involving cohort data.

If you are seeking an opportunity to participate in leading-edge, creative, and internationally recognized research into pressing issues relating to HIV, this position will interest you. This is a half-time position with a competitive salary and benefit package in a dynamic environment. An academic appointment at an appropriate level can be facilitated.

A full job advertisement and position guide, as well as additional information about the OHTN and HIIP, may be found at www.ohtn.on.ca For immediate consideration, please forward your resume by ***October 20, 2000.*** via fax or e-mail only to:

Executive Director
The Ontario HIV Treatment Network
1300 Yonge Street, Suite 308
Toronto, Ontario M4T 1X3
Fax: (416) 640-4245
E-Mail info@ohtn.on.ca

the ONTARIO HIV Treatment NETWORK

We thank you in advance for your interest; however, we will only be contacting those selected for future consideration.

McCAIG CHAIR IN MANAGEMENT
(International Business)

UNIVERSITY OF CALGARY

On the edge and leading the way.
The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The Faculty of Management is seeking a distinguished scholar from industry or academia, with an international reputation commensurate with an appointment to the new **McCaig Chair in Management *(International Business)*** The Chair is generously supported by donations from M. Ann McCaig, J.R. (Bud) McCaig and Trimac Corporation.

Candidates must have a PhD degree, and an outstanding research record in International Business. The candidate must have a high motivation for undergraduate and graduate training.

The position will commence July 1, 2001. The initial term of the McCaig Chair is five years, renewable after appropriate review.

The Faculty of Management at the University of Calgary is a progressive and innovative management school with an international reputation for influencing the practice of management and leadership through quality teaching and research. Founded in 1967, the Faculty of Management is one of only seven Canadian business schools to gain accreditation from the AACSB – the International Association for Management Education.

Applicants should send a curriculum vitae, a statement of research interests, and arrange for three letters of reference to be sent by **November 30, 2000,** to:

David M. Saunders, PhD
Dean, Faculty of Management, University of Calgary
2500 University Drive N.W., Calgary, AB Canada T2N 1N4
Fax: (403) 284-7922 E-mail: dsaunders@mgmt.ucalgary.ca

For more information: www.ucalgary.ca/mg/postings

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

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On the edge and leading the way

UNIVERSITY OF CALGARY

On the edge and leading the way.
The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

ASSOCIATE DEAN, DIVISION OF APPLIED PSYCHOLOGY

The University of Calgary invites applications and nominations for the position of Associate Dean, Division of Applied Psychology in the Faculty of Education. The initial administrative appointment will be for a five-year term with an anticipated start date of July 1, 2001.

The unit has been recently renamed from the Department of Educational Psychology to reflect an expanded mandate which includes the newly established interdisciplinary Community Services Centre with a focus on research, program evaluation, client services, and community consultation. The Division, with 17 regular faculty appointees, contributes to teacher preparation programs and offers extensive programs at the Masters and Doctoral levels with a graduate student enrolment of 145. Areas of specialization within the Division include counselling psychology, community rehabilitation, school psychology, human learning and development, and special education. The Division is currently pursuing CPA/APA accreditation in counselling psychology and CPA accreditation in school psychology.

Candidates should be senior scholars who have established a reputation in teaching, scholarship, research, and service in one or more of the Division's areas of specialization. They should possess proven leadership qualities and have the ability to work both with other units of the university as well as with community organizations. Candidates must be able to work within the university's strategic transformation strategy, particularly in the area of internationalization (www.ucalgary.ca).

Applications, which should include a curriculum vitae, samples of published works, the names of three referees and a brief statement of the applicant's goals, should be submitted by **November 30, 2000,** to: **Dr. Annette LaGrange,** Dean, Faculty of Education, University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4 Canada Fax: (403) 282-5849 E-mail: dclaikso@ucalgary.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

SPANISH

The Department of French, Italian and Spanish combines the learning of languages with a rich variety of interests in literary and cultural studies. In the context of expanding enrolments and a newly redesigned programme in Hispanic Studies, the Department invites applications for a tenure-track appointment as an Assistant Professor in Spanish, beginning July 1, 2001. We are seeking dynamic candidates with active research interests in popular culture, with an emphasis on film studies. Applicants should possess the ability, in both their research and teaching, to establish connections between different geographic areas of the Spanish-speaking world. They should also display a diversity of research competencies, and above all enthusiasm for contributing to a full range of undergraduate and graduate level activities in a growing Spanish section. The University of Calgary has an undergraduate programme in Film Studies as well as a strong interdisciplinary programme in Latin-American Studies. The successful candidate will be expected to be an active participant in these interdisciplinary endeavours.

Candidates should possess a PhD (or equivalent) in Spanish or in a suitably related field, a promising research record, familiarity with current theories of culture and film, experience in teaching Spanish as a second language, and native or near-native competence in Spanish. Candidates with innovative research and teaching interests, the ability to work in more than one area of Hispanic Studies, and a record of interdisciplinary work will be given preference. Linguistic competence in French will be considered an asset.

Applicants should arrange to have three confidential letters of reference sent directly to the Department of French, Italian and Spanish and should send an application, with a full curriculum vitae and detailed information about their graduate studies, under separate cover. All documentation should arrive no later than **November 1, 2000** at the following address: **Professor Anthony J. Wall,** Head, Department of French, Italian and Spanish, University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4

The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

be effective July 1, 2001. Candidates should have a strong interest in psychologically relevant and/or biologically inspired computer simulation methods with demonstrated excellence and ongoing research programs. Examples of such research would include computational neuroscience, artificial neural networks, evolutionary computation, nonlinear models and/or selectionism to study any of the following or related areas: perception, learning, language, neural plasticity, development and aging, attention, motor control, emotion, or memory. Researchers with general interests in situated and/or embodied cognition would also be considered for this position. The expectation is that the successful candidate will secure NSERC, MRC, or equivalent funding. Hiring decisions will be made on the basis of demonstrated research capability, teaching ability, and the potential for interactions with colleagues in particular an ability to interact with the other specializations in Brain, Behaviour, and Cognitive Science in our department would be an asset. Further information on this position can be obtained from http://www.psych.ualberta.ca/hiring. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should send a curriculum vitae, a statement of current and future research plans, a description of teaching interests, recent publications, and arrange to have at least three letters of reference forwarded to: Dr. Douglas S. Grant, Chair, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applications for the competition should be received by November 1, 2000. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to three tenure-track positions available in the area of Clinical Psychology. Please see our full-page display ad in this issue.

UNIVERSITY OF ALBERTA — The Department of Psychology at the University of Alberta is beginning a new program in Social and Cultural Psychology. We are seeking two junior-level scholars who will help to develop this program. Applicant's area of research should be in Social Psychology or Cultural Psychology (area of research interest open). Because of the interdisciplinary nature of studies in psychology and culture, applicants whose background is in areas other than psychology will be considered. Further information on this position can be obtained from www.psych.ualberta.ca/hiring. These appointments will be made at the Assistant Professor level effective July 1, 2001. Hiring decisions for this position will be made on the basis of demonstrated research capabilities, teaching ability, the potential for interdisciplinary collaboration, and fit with departmental needs. A curriculum vitae, a description of current and planned research, copies of recent publications, and at least three letters of reference should be sent to: Dr. Douglas S. Grant, Chair, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

YORK UNIVERSITY — The Department of Psychology in the Faculty of Arts invites applications for a tenure-track position at the assistant professor level in History and Theory of Psychology. York has one of the very few graduate programs in the History and Theory of Psychology in North America, and the successful candidate will teach both graduate and undergraduate courses. Candidates should have a promising publication record and program of research focused on the history of psychology or on historically oriented theoretical approaches to psychology. A PhD in psychology is required, and knowledge of qualitative research methods is an asset. Enquiries and applications with curriculum vitae, three letters of reference, and relevant reprints should be directed to: Prof. Fredric Weizmann, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 Telephone: (416) 736-5116, Fax: (416) 736-5814, E-mail: weizmann@yorku.ca/. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Psychology Department welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. A copy of the affirmative action program can be obtained by calling the Affirmative Action Office at (416) 736-5713. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. A review of applications will begin November 15 and continue until the position is filled.

RADIATION ONCOLOGY

MONTREAL GENERAL HOSPITAL — The Department of Radiation Oncology at the McGill University Health Centre is seeking additional faculty to join a current staff of eight full-time members. Approximately 3,500 new patients are seen annually. The physical facilities are currently being renovated and expanded and by the end of the year 2000 the department will have at its disposal two CT simulators, treatment planning equipment for 3-D and IMRT, and an adequate number of linear accelerators with all modern accessories, including MLC. The department offers many specialized techniques including total body irradiation, total skin electron beam irradiation, and stereotactic irradiation. A new brachytherapy suite with or facilities will allow expansion of our already very active HDR brachytherapy program. A close working relationship with our very excellent Physics department has been critical to the success of our clinical and clinical research programs. A strong emphasis on multidisciplinary care has also been very important in this regard. We are active participants in a number of the major cooperative groups including RTOG, POG, and NCIC. In addition to our residency program in Radiation Oncology, we offer Masters and PhD level programs in Medical Physics as well as a residency in Medical Physics and in collaboration with a local community college, a training program for radiotherapy technologies. Candidates must hold specialty certification in Radiation Oncology. Responsibilities will reflect the subspecialty interests of the candidates. Type of appointment and remuneration will be commensurate with academic interests and years of experience. Interested candidates should apply to: Dr. Carolyn Freeman, Radiation Oncology, D5-400, McGill University Health Centre, Montreal General Hospital, 1650 Cedar Avenue, Montreal, QC H3G 1A4. Tel: (514) 934-8040, Fax: (514) 934-8220; e-mail: carolyn.freeman@muhc.mcgill.ca. Please note that in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

RECREATION & LEISURE STUDIES

UNIVERSITY OF WATERLOO — Applications are being accepted for a tenure-track position at the Assistant or Associate Professor level in Recreation and Leisure Studies beginning July 1, 2001. The successful candidate must have a PhD in Recreation and Leisure Studies or a related field, e.g. sociology, social psychology, with a specialization in leisure, health and/or lifespan. Applicants should be able to teach and conduct research in one or more of the following areas: leisure and the life cycle, leisure and health, and the social psychology of leisure. Applicants also should have demonstrated achievement in research. Duties include research, teaching at the undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The closing date for applications is November 15, 2000. Send curriculum vitae and three letters of reference directly from the referees to Dr. Ron Johnson, Chair, Department of Recreation and Leisure Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

RELIGION

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has one tenure-track position available in the History of Christianity. Please see our full-page display ad in this issue.

RHEUMATOLOGY

UNIVERSITY OF ALBERTA — The Department of Medicine, University of Alberta invites applications for the position of Director, Division of Rheumatology. The Division consists of both full time academic staff and clinical faculty spread among the major teaching hospitals in Edmonton. The Division has the full range of therapeutic services, excellent clinical facilities, a Royal College approved resident training program and established research programs in fundamental, clinical and community-based research. The University of Alberta is one of the major research universities in Canada with over 30,000 students, research funding over $170 million yearly, more than 400 distinct research laboratories including a 800MHz NMR. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards in the 1990's. Edmonton, with a metro population of about 900,000, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, the success of its professional and amateur athletes and teams, its average of 12.3 hours daily of sunshine and the lowest taxes in the country. Interested applicants should hold an MD or equivalent and fellowship in the Royal College of Physicians and Surgeons of Canada or equivalent and have demonstrated clinical leadership and scholarly accomplishment in research and teaching. This position offers a unique and exciting opportunity for a person of vision to guide an established and internationally recognized Rheumatology Division and build upon its strong academic and clinical foundations. Remuneration for this senior position will be commensurate with qualifications and experience. Deadline for applications is November 30, 2000. Please send a curriculum vitae and the names and addresses of three referees to: Dr. Thomas J. Marrie, Chair, Department of Medicine, 2F1.30, Walter C. Mackenzie Centre, University of Alberta, Edmonton, Alberta, Canada T6G 2R7. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

RURAL ECONOMY & NATIVE STUDIES

UNIVERSITY OF ALBERTA — Assistant or Associate Professor in Rural Community Resource Management and Native Issues, to be nominated for a Canada Research Chair. This is a tenure track joint appointment in the School of Native Studies (www.ualberta.ca/~nativest/ans.html) and the Department of Rural Economy (www.re.ualberta.ca) of the Faculty of Agriculture, Forestry and Home Economics, University of Alberta. These units are developing a joint program in Native Studies and Environmental and Conservation Sciences. The appointee will contribute to this program. S/he will be eligible for startup research funding and will have the benefit of the strong linkages that the School and Department have both with Native communities and with local and national resource management agencies and research networks. Qualifications: PhD in Sociology or Rural Sociology or related field with background and/or field experience in native communities and/or on issues related to Native Studies. The PhD in a Social Science or Resource Management field may be appropriate if all other criteria apply. Expertise or experience in resource management or resource community issues is necessary, as is the ability to apply interdisciplinary approaches to such issues. Also necessary is the demonstrated ability to conduct research of high quality that would serve community needs and to convert the product of applied research into academic and scholarly publishing. Willingness and capacity to develop and deliver new undergraduate or graduate-level courses appropriate to Rural Community Resource Management and Native Issues is also required. The successful candidate must meet all criteria for appointment as a Tier II Canada Research Chair. A letter of application, including a statement of research, teaching interests, curriculum vitae, copy of PhD transcript and names of three referees should be sent to: Frank Tough, Director, School of Native Studies, 11023-90 Avenue, University of Alberta, Edmonton, Alberta T6G 1A6 or Michele Veeman, Chair, Department of Rural Economy, 515 General Services Building, University of Alberta, Edmonton, Alberta T6G 2H1. The CRC nomination requires a 5-page statement of research plans. Applications are due on November 1, 2000. The starting date is January 2001 or as otherwise agreed. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

SLAVONIC STUDIES

UNIVERSITY OF VICTORIA — History/Slavonics Appointment. The Departments of History and Slavonics at the University of Victoria invite applications for a tenure-track position in Russian history and culture at the rank of assistant professor, beginning July 1, 2001. Area of specialization is open. Teaching responsibilities include undergraduate and graduate instruction in Russian and Soviet history and/or Russian culture. Applicants should have a completed PhD and demonstrated research qualifications. Letters of application, curriculum vitae (including all university transcripts), and letters from at least three referees should be sent by October 31, 2000, to Dr. Andrew Rippin, Dean of Humanities, University of Victoria, P.O. Box 3045, Victoria, BC V8W 3P4. Dr. Rippin's email is anprin@uvic.ca, and the Humanities web-site is http://web.uvic.ca/humanities/. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in the first instance. Others are encouraged to apply, but are not eligible for appointment until a Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples.

SOCIAL WORK

UNIVERSITY OF BRITISH COLUMBIA — Assistant Professor, Social Work Practice. School of Social Work and Family Studies. Applications are invited for an Assistant Professor, tenure stream position MSW and PhD in Social Work or related discipline required. Demonstrated ability and interest in high quality teaching desirable, clear promise of excellence in research and scholarly activities, and a capacity to establish effective relationships with the practice community will be major selection criteria. The successful candidate will be expected to teach students from diverse and multi-ethnic backgrounds in the area of social work practice at the graduate and undergraduate levels. Candidates with expertise in the areas of individuals, couples and children and feminist counselling are particularly encouraged to apply. In 1999 two programs were merged to create the new School of Social Work and Family Studies. Faculty members cooperate and participate at all levels including research, development of courses and administrative responsibilities. The School is housed in a recently constructed building with teaching and research facilities. Closing date: December 10, 2000 or until suitable candidate is found. Applications and curriculum vitae

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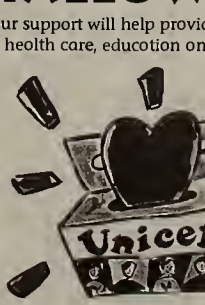

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Please give generously to UNICEF.

www.unicef.ca

Ontario Institute for Studies in Education

OISE/UT

of the University of Toronto

Tenure Stream Positions

On July 1, 1996, the Ontario Institute for Studies in Education merged with the Faculty of Education, University of Toronto to become the Ontario Institute for Studies in Education of the University of Toronto (OISE/UT). With its strong links to Canadian and international education communities, the new institution offers exciting teaching and research opportunities.

Applications are invited for five tenure-stream positions in three OISE/UT departments, as described below. Preferred candidates will possess a doctoral degree and a proven record of scholarly publication, and will be expected to make a strong contribution to preservice teacher education and graduate education.

Adult Basic Education

The successful candidate will have an academic background in adult education. Area of specialization is open, but preference will be given to applicants who have an established track record of research and university teaching in: adult basic education; adult literacy; or principles and methods of adult learning and teaching. Knowledge of critical, feminist, anti-racist, anti-colonialist, indigenous, environmental, workplace or arts-informed perspectives is an asset. (Department of Adult Education, Community Development and Counselling Psychology)

Early Child Development and Education

The preferred candidate will have an active research program relevant to early child development. Area of specialization is open, but preference will be given to candidates with demonstrated interest and strong research potential in one or more of the following: education, prevention and/or intervention studies, quantitative analysis of population data, family and community effects on early child development. (Department of Human Development and Applied Psychology)

Evaluation

The successful candidate will possess a doctoral degree in educational measurement and evaluation, or a related discipline (e.g., policy analysis, psychometrics) with advanced training in educational statistics, including a specialization such as multilevel analysis, and in program evaluation. Preference will be given to candidates with an interest in classroom assessment. Candidates are expected to be knowledgeable about, and sensitive to, issues relating to equity, and cultural and linguistic diversity. (Department of Curriculum, Teaching and Learning)

Physical and Health Education

This area of specialization involves commitment to the scholarship of discovering, preserving, teaching and applying knowledge as it pertains to human movement, active living, and health promotion. The successful candidate will have: a doctoral degree in physical or health education and relevant teaching experience; a research program related to the area of physical and health education as it pertains to school populations and systems in urban communities; and the ability to work with interdisciplinary research teams. (Department of Curriculum, Teaching and Learning)

School and Child Clinical Psychology

The preferred candidate will have an active research program and extensive publication record in the area of school and/or child clinical psychology. The candidate must be eligible for registration as a psychologist in Ontario. (Department of Human Development and Applied Psychology)

Responsibilities of positions will include: research; teaching; supervision of master's and doctoral theses; and supervision of student teaching. Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 2001.

Applications, which must include full curriculum vitae, should be submitted by **November 30, 2000,** to **Professor Michael Fullan, Dean, OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6.** Three confidential letters of reference should be sent directly to Dean Fullan by the same date. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

For more information about OISE/UT and these positions, please visit our web site at http://www.oise.utoronto.ca.

for the position, together with the names of three references, should be forwarded as soon as possible to Professor Graham Riches, Director, School of Social Work and Family Studies, University of British Columbia, 2080 West Mall, Vancouver, BC V6T 1Z2 Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply in accordance with Canadian immigration requirements, this position is directed to Canadian citizens and permanent residents. Subject to final budgetary approval, the appointment will begin July 1, 2001 or as soon thereafter as approval is received.

UNIVERSITY OF TORONTO — Applications are invited for six tenure-track faculty positions in the Faculty of Social Work at the University of Toronto. The appointments are at the assistant and associate professor levels, starting date to be negotiated. The Faculty of Social Work is proud of its mission to promote social justice and equity through interdisciplinary knowledge building and education for practice in social work and social welfare. The Faculty pursues excellence in the development and testing of new knowledge that will have an impact on social policy and social work practice at all levels, and in social work education that prepares graduates for ethical, competent, innovative and effective professional social work practice with all groups in society. We are committed to enhancing the diversity of our faculty complement. Candidates for these new positions should have a doctorate in social work (ABD acceptable for junior positions) or a field compatible with social work, experience in direct social work practice, a record of research and scholarship, a clearly articulated program of research, teaching experience in social work with the ability to teach a variety of courses in direct practice in the masters program, ability to work collaboratively with a wide range of community and academic professionals, and potential to contribute to the doctoral program. Preference will be given to candidates who also have expertise in one or more of the following areas working with young children and youth, diversity, oppression, disabilities, refugees, poverty, mental health, addictions, group work, social work practice with families and part-time social work education. Applicants are invited to submit their curriculum vitae, three letters of reference and a letter stating teaching, research, and professional expertise relevant to the position to Dr. Wes Shera, Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario, M5S 1A1. Detailed review of applications will commence October 30, 2000, however application will be accepted until December 15, 2000. In accordance with its Employment Equity Policy, the University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute further to diversification of ideas. This is an international search but in accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for these positions.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in the School of Social Work commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/

faculty positions. Contact: Dr. Frank Hawkins, Director, School of Social Work, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3067, Fax: 519.973.7036, Email: fhawkins@uwindsor.ca

SOCIOLOGY & ANTHROPOLOGY

UNIVERSITY OF GUELPH — The Department of Sociology and Anthropology, in the College of Social and Applied Human Sciences at the University of Guelph anticipates making an entry level appointment at the Assistant Professor level in the area of Education/Work/Stratification. The Department offers programs in sociology as both the undergraduate and graduate level. The Department also participates in an interdisciplinary MA program in International Development, and participates in an interdisciplinary PhD program in Rural Studies. The successful candidate would be expected to teach courses in two or more of the following areas: education, class and stratification, globalization of work and occupations, technology and society, and applied sociology. Ability to also teach undergraduate or graduate courses in core areas such as sociological theory, research methods, qualitative methods, or statistics would be considered an asset. The successful applicant is expected to have a solid research and publication record, as well as a record of accomplishment as a good teacher. Only those applicants who have completed the PhD need apply. Please forward applications directly to Dr. Ronald Hinch, Chair, Department of Sociology and Anthropology, The University of Guelph, Guelph, Ontario, Canada N1G 2W1. Fax: 519-837-9561. Email inquiries may be directed to rhinch@uoguelph.ca. Applicants should include each of the following with their application. A cover letter, a current c.v., a teaching dossier, samples of published articles/books, and three letters of reference (these should be sent separately, but no application can be processed until the letters arrive). Applications should be received by October 31, 2000. Appointment to begin in Fall 2001. This appointment is subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

ST. FRANCIS XAVIER UNIVERSITY — The Department of Sociology and Anthropology at St. Francis Xavier University invites applications for a tenure-track position in sociology from candidates able to make a significant contribution to our social and criminal justice program. The appointment is subject to budgetary approval and will be made at the rank of Assistant Professor. The Department strives for excellence in undergraduate education, and will be looking for an enthusiastic person with demonstrated ability and outstanding potential for excellence in both teaching and research. Applicants should have a completed PhD and an established research program in an area of social or criminal justice research that is informed by current debates in such areas as feminism, post-colonialism, native studies, or disability studies. The successful candidate will be expected to draw on their research in these areas in teaching an undergraduate course in deviance (plus a seminar in their specialty and a third undergraduate course). A summary of teaching experience, a statement of teaching philosophy and interests, and an outline of current and future research plans should accompany the letter of application. St. Francis Xavier University is committed to the principle of employment equity. A curriculum vitae, letter of application, selected publications, and three letters of recommendation should be sent to Dr. Rod Bantjes, Chair, Department of Sociology and Anthropology, St. Francis Xavier University, P.O. Box 5000, Antigonish, N.S., B2G 2W5. Phone (902) 867-2478; Fax (902) 867-5655; e-mail rbantjes@stfx.ca. Consideration of applicants will begin on October 30, 2000.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to three tenure-track positions available for candidates specializing in one or more of the following areas: contemporary theory; social inclusion/exclusion, subjectivity and socialization; culture and representation, and social movements. Please see our full-page display ad in this issue.

SOCIOLOGY

YORK UNIVERSITY — The Department of Sociology in the Faculty of Arts invites applications for a tenure-stream appointment from persons with a specialization in political sociology and social change. Preference will be given to candidates whose work is international, with a focus on the Third World, and who have expertise in historical, comparative, and macro-level approaches. The appointment is at the rank of assistant professor and will commence July 1, 2001. A PhD to be completed by September 1, 2001, a record of sociological scholarship in the area of specialization, and demonstrated commitment to teaching are required. Duties will include teaching at the undergraduate and graduate levels, a program of productive research, and involvement in departmental work. The successful candidate will be expected to regularly teach a second-year foundation course — Social Structure and Social Change. Applicants are asked to send a curriculum vitae, a letter stating their abilities and interests relevant to the position, three examples of their written work, and arrange to have three referees send letters to: Prof. Noriene Pupo, Chair, Department of Sociology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The application deadline is November 15, 2000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Salary is dependent on qualifications and the position is subject to budgetary approval. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. The Department of Sociology welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The affirmative action program can be obtained by calling the Affirmative Action Office at (416) 736-5713.

THE UNIVERSITY OF WINDSOR invites applications for a senior position in Criminology commencing July 1, 2001. For details visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519 971.3621; Email: lynnep@uwindsor.ca.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Sociology. Assistant Professor: probationary (tenure-track) beginning 1 July 2001, subject to budgetary approval. A PhD is required; areas of specialization are open but the ability to teach undergraduate courses in deviance, social psychology, or youth is an asset. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Reginald W. Bibby, Chair, Department of Sociology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2551, Fax: (403) 329-2085, e-mail: bibby@uleth.ca. The closing date for applications is November 30, 2000.

THE UNIVERSITY OF CALGARY, Department of Sociology invites applications for a full-time tenure-stream position at the rank of assistant professor effective July 1, 2001. We seek a specialist in structured social inequality with an active, productive research program and a teaching interest in the area. Applicants should also be prepared to teach at least one of the department's required undergraduate courses in the areas of social theory, statistics, or research methods. A completed PhD at the time of appointment, a demonstrated record of excellence in teaching, and a demonstrated record of obtaining research funding and high research productivity or the demonstrable potential to develop such a record are required. The Department has nearly 400 undergraduate majors, and offers B.A., M.A., and PhD degrees. Applicants may find more information on the Department at its website: www.soci.ucalgary.ca. Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of written work, and any available teaching evaluations should be sent by November 1, 2000 to the following address. Applicants should also arrange for three letters of reference to be sent to the same address or fax number. Richard A. Wanner, Head, Department of Sociology, University of Calgary, Calgary, Alberta, Canada T2N 1N4, Fax: (403) 282-9298. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of Sociology. Assistant Professor/Lecturer (Tenure Track). Applications are invited for a full-time tenure-track position at the rank of Assistant Professor or Lecturer, depending on qualifications, to commence July 15, 2001. The person appointed should have an expertise in, and will be expected to teach in, at least one of the following areas: criminology, health, gender, quantitative methods, population studies, social gerontology. The successful candidate should be willing to supervise honours and graduate students. Applicants are expected to have a completed PhD at the time of the appointment, but applicants who are ABD with a record of scholarly publications may be considered. The closing date for the application is December 15, 2000. Salary will be determined according to qualifications and experience, as stipulated by the collective agreement. The position is subject to budgetary approval. Applicants should mail or fax their curriculum vitae, a teaching dossier, and two examples of written work (either published or unpublished but at least one must be single authored), as well as the names and addresses of three referees, to: Dr. Robert H. Hill, Head, Department of Sociology, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7; Fax: (709) 737-2075; Electronic Mail: rhill@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ALBERTA — The Department of Sociology. University of Alberta invites applications for a continuing academic position at Executive Director of its Population Research Laboratory (PRL). The PRL is the largest university-based survey and demographic research facility in western Canada and has a strong record of academic and public policy research. Its goal is to become internationally recognized for its excellence in creating and communicating socially relevant knowledge. The Director provides academic/research leadership and management direction for the PRL. Applicants must have a graduate degree in a relevant social science, ideally a PhD, and an established research profile. Proven administrative skills, and a strong track record of obtaining grants and contracts, are required. The initial appointment will be for a four year probationary term, beginning July 1, 2001. The salary range for the position is $54,336 – $77,688 per annum according to the 2000/2001 academic salary scale. Detailed descriptions of the PRL and the Executive Director position are available on the PRL and the Sociology websites at: www.ualberta.ca/prl and www.ualberta.ca/~socweb/. Applications, including a CV, all university transcripts, and three letters of reference should be sent by January 1, 2001 to: Dr. R.A. Sydie, Chair, Department of Sociology, 5-21 HM Tory Building, University of Alberta, Edmonton, Alberta, Canada T6G 2H4, Fax. (780) 492-7196. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005, tél: (202)737-5900.

TARIFS DE PUBLICITÉ

SECTION DES ANNONCES CLASSÉES

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Grandes annonces[1]	1,25 $

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[1] Commission de 15 % des agences (illustrations prêtes à photographier)

[2] Ces tarifs comportent un supplément pour le traitement de la publicité en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs.

ADVERTISING RATES

CLASSIFIED SECTION

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[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of process colours used per page or fraction of page. Separations to be supplied by advertiser.

AD DEADLINES 2000-2001

The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 8/00	August 15/00
October	September 6/00	September 14/00
November	October 6/00	October 13/00
December	November 6/00	November 13/00
January	December 4/00	December 11/00
February	January 8/01	January 15/01
March	February 5/01	February 12/01
April	March 5/01	March 12/01
May	April 6/01	April 12/01
June	May 7/01	May 14/01

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

Right on Target for Academics.

CAUT BULLETIN

Contact Lynn Braun — Advertising Coordinator

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DATES LIMITES 2000-2001

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	8 août 2000	15 août 2000
Octobre	8 septembre 2000	15 septembre 2000
Novembre	6 octobre 2000	13 octobre 2000
Décembre	6 novembre 2000	13 novembre 2000
Janvier	4 décembre 2000	11 décembre 2000
Février	8 janvier 2001	15 janvier 2001
Mars	5 février 2001	12 février 2001
Avril	5 mars 2001	12 mars 2001
Mai	6 avril 2001	12 avril 2001
Juin	7 mai 2001	14 mai 2001

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPU

Veuillez vous adresser à la coordonnatrice de la publicité

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CAREERS CARRIÈRES

SPANISH

CONCORDIA UNIVERSITY'S Faculty of Arts & Science has one tenure-track position available in Spanish. Please see our full-page display ad in this issue.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Spanish. Assistant Professor, probationary (tenure-track) beginning 1 July 2001, subject to budgetary approval. A PhD in Spanish is required with specialization in Latin American literature or culture and civilization. The successful applicant will have native or near-native fluency in Spanish and English, and some experience teaching Spanish as a second language at the post-secondary level. Competency in Computer-Assisted Language Learning would also be an asset. A strong commitment to and an appropriate record of scholarship and original research are required. The successful applicant will teach introductory and intermediate courses in Spanish language and in Spanish and Latin American literature, culture and civilization. The applicant will also be expected to develop and offer an introductory course in Latin American Studies to be taught in English. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a $37-million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.uleth.ca. This position is open to all qualified applicants but preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Professor Barbara Dickinson, Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4 Telephone (403) 329-2560, Fax (403) 329-5187, or E-mail: enckson@uleth.ca. The closing date for applications if December 15, 2000.

SPORT MANAGEMENT

BROCK UNIVERSITY — Department of Sport Management, Faculty of Applied Health Sciences. The Department of Sport Management invites applications for two probationary/tenure-track positions: one at the Associate Professor level and one at the Assistant Professor level effective July 1, 2001. Candidates should have a doctorate in sport management and/or administration, or a closely related field, with expertise in more than one of the following areas: human resource management, ethics in sport, information technology and communication in sport, economics of sport, budget and finance in sport, or facility development and management. Preference will be given to candidates who can teach and conduct research in their areas of expertise as well as teach classes in general sport management subjects. Experience working within the sport industry is an asset. Brock University is in the middle of a major building campaign that includes 10,000 sq.ft. of new laboratory and research space for the Faculty of Applied Health Sciences. A letter of application, a curriculum vitae, a statement of research interests, and three letters of reference should be submitted Dr. Hilary Findlay, Program Committee Chair, Department of Sport Management, Faculty of Applied Health Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. E-mail: hfindlay@amie.pec.brocku.ca. Closing date for applications is January 15, 2001. In accordance with Canadian immigration requirement, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among faculty; qualified women and men are equally encouraged to apply. More information on Brock University can be found at the University's website www.BrockU.ca

STATISTICS

DALHOUSIE UNIVERSITY — The Department of Mathematics & Statistics at Dalhousie University invites applications for one probationary tenure track position in Statistics at the Assistant Professor level effective July 1, 2001. Candidates with a PhD in any area of Statistics are encouraged to apply. Successful candidates will be expected to develop excellence in research and teaching, and train graduate students. Postdoctoral experience would be an asset. Applicant must submit a curriculum vitae, copies of up to five recent publications, a concise statement of present and projected research and teaching interests and arrange to have three letters of reference sent to the address below. The process of evaluating applications will begin on November 15, 2000, but applications will be considered until the position is filled. Applications should be sent to: Dr. R.J. Nowakowski, Chair, Mathematics & Statistics, Dalhousie University, Halifax, Nova Scotia B3H 3J5, FAX: (902) 494-5130, Phone: (902) 494-2572. Further information about the department is available at www.mathstat.dal.ca and about the university at www.dal.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

UNIVERSITY OF NEW BRUNSWICK — The Department of Applied Statistics and Computer Science at The University of New Brunswick (Saint John) invites applications for a tenure-track position in Statistics beginning July 1, 2001 at the Assistant Professor level (an appointment at a higher rank may be made for an exceptional applicant). The position is subject to final budgetary approval. The Department currently offers a Bachelor of Science in Computer Science, Bachelor of Science in Data Analysis and a major in Applied Statistics. The successful candidate must have a PhD degree in Applied Statistics or Biostatistics. Post-doctoral experience would be an asset. The candidate will be expected to demonstrate excellence in research and teaching, and a capacity for exercising leadership in the development of Applied Statistics offerings to complement the various degree programs offered on the campus. Applicants must submit a curriculum vitae, a concise statement of present and projected research and teaching interests, and the names and addresses of three referees (including e-mail address and telephone number). Applications will be accepted until the position is filled, however, review of applications will begin on January 31, 2001. Applications should be mailed to Dr. K. De'Bell, Dean of Science, Applied Science & Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, fax (506) 648-5650, e-mail sci-eng@unbsj.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF WATERLOO — The Department of Statistics and Actuarial Science invites applications for a tenure-track or definite term position in Statistics. Department cover a wide range of topics in inference, statistical methods and theory, statistical computing, stochastic modelling and areas of application. Applicants must have a PhD by the time of appointment, with research in statistics or probability. They must have demonstrated ability in research and good teaching and communication skills. Duties include undergraduate and graduate teaching, and development of an independent research program. Although an appointment at the Assistant or Associate Professor level is anticipated, consideration may be given also to more senior applicants. Salary will be commensurate with qualifications and experience. This appointment is subject to the availability of funds. The appointment is effective July 1, 2001 or later. The closing date for applications is December 31, 2000. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M. E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Canadians and Permanent Residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities.

THEATRE & DRAMA

THE UNIVERSITY OF WINNIPEG — The Department of Theatre and Drama. The University of Winnipeg, invites applications for a probationary tenure-track position in Filmmaking at the rank of Assistant Professor. Subject to budgetary approval, this appointment is effective July 1, 2001. Salary will be commensurate with qualifications and experience. Applicants will ideally have a terminal degree (M.F.A. or PhD) completed or very near completion and significant professional experience in some area of filmmaking. The successful candidate will be able to teach courses in a variety of areas, including History of Film and Direction for Film and Video. He/she will have the opportunity to play a major role in the development of a growing program in Filmmaking at the University of Winnipeg. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by November 15, 2000, send a letter of application, including three letters of reference, and a curriculum vitae to: Professor Doug Arrell, Chair, Department of Theatre and Drama, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9, fax: 204-774-8882.

THEOLOGICAL STUDIES

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has one tenure-track position available in the area of Ethics. Please see our full-page display ad in this issue

THEOLOGY

THE KING'S UNIVERSITY COLLEGE, a Christian liberal arts college offering 3 and 4 year B.A. and B.Sc. degrees and a 2-year, after-degree B.Ed., is inviting applications from women and men for a full-time, tenure-track vacancy in theology. This position involves teaching a range of courses in biblical and theological studies. The successful applicant will show promise of exploring the relationships between biblical/theological studies and some of the contemporary philosophical, social, cultural and scientific issues addressed in a small university that emphasizes interdisciplinarity. Ability to teach world religions an asset. Will embrace and teach out of the historic Christian faith affirmed in the College's statements of faith and mission and be conversant with and sympathetic to the Reformed tradition of Christian scholarship that shapes the history and identity of the College. The successful candidate must hold a PhD/ThD in biblical studies (preferred) or in one of the other theological disciplines (systematic or historical theology, ethics) with a strong record of graduate training in biblical studies. To be considered for appointment, any candidate must endorse the College's mission and Christian Statement of Faith. Starting date: July 1, 2001. Deadline: January 15, 2001 or when filled. The King's University College is an equal opportunity employer, but in accordance with Canadian employment and immigration regulations, this advertisement is directed to first to Canadian citizens and permanent residents. Qualified female and male candidates, including visible minorities are encouraged to apply. Starting salary: $38,000 and up with generous benefit package. (Exceptional candidate may be considered at higher rank.) Send application letter, curriculum vitae, copies of transcripts, and three letters of reference to: Dr. S. Keith Ward, Vice President Academic, The King's University College, 9125-50 St., Edmonton, AB, T6B 2N3 Tel: 780-465-8304 Fax: 780-465-3534, email: skward@kingsu.ab.ca Web:www.kingsu.ab.ca

URBAN STUDIES

YORK UNIVERSITY, Faculty of Arts, Division of Social Science invites applications for a tenure-stream appointment in Urban Studies at the assistant professor level commencing 1 July 2001. The Division is mandated to provide undergraduate general education, as well as Honours B.A. degrees through several interdisciplinary programs, one of which is Urban Studies. Candidates must have a PhD or equivalent degree and must demonstrate a promise of excellence in research and publication, a strong competence in undergraduate teaching, an ability to teach in interdisciplinary programs, and a potential to teach at the graduate level. They should have a specialization in "third-world" or post-colonial urbanism, and be prepared to direct courses that comprehensively introduce urban studies and that focus on research methods in the urban field. Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to Craig Heron, Chair, Division of Social Science, 5756 Ross Building, York University, 4700 Keele St, Toronto M3J 1P3; Telephone: (416) 736-5056; Fax: (416) 736-5574. Deadline: Friday 1 December 2000. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The Division of Social Science welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's web site at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All appointments are subject to budgetary approval.

CONCORDIA UNIVERSITY, Faculty of Arts & Science, has one tenure-track position available in the field of Urban Studies. Please see our full-page display ad in this issue

ACCOMMODATIONS

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CENTRAL LONDON (U.K.) — Studio apartment: Sept - Dec 2000, May - Dec 2001 (dates inclusive) vburton@mun.ca

L'VIV, UKRAINE — historical center. Renovated Single/Double occupancy. Radiator heated + water reservoir. Inquire aklawchuk@ustpaul.uottawa.ca

UNB Saint John

FACULTY OF BUSINESS
University of New Brunswick Saint John

University of New Brunswick Saint John, Faculty of Business, invites applications for two tenure track positions – one in ***Finance*** and the other as the ***Nortel Professorship in Electronic Business & Commerce*** – and term, possibly tenure track, positions in ***E-Business & Commerce, Hospitality and Tourism, MIS, Marketing, International Business,*** and ***Accounting***. All positions require teaching in the MBA and undergraduate programs. As well, international teaching assignment opportunities exist for our existing programs in Beijing and anticipated expansion in Hong Kong and Southern China. All appointments are subject to budgetary approval.

New Brunswick, the Saint John community, and the UNB Saint John Faculty of Business have an outstanding reputation for their efforts in E-Business & Commerce (E-B&C). In addition to teaching, the E-B &C positions entail research and collaboration with the business community through the Electronic Commerce Centre, an organization established in partnership with Nortel, NBTel, Sun, Xerox and other leading organizations in the area.

Applicants must have both a commitment to effective teaching and the potential for high quality research (or a proven teaching and research record for a non-entry level position). Applicants should have an earned doctorate or equivalent. Candidates with lesser qualifications will be considered for term appointments. Rank and salary will be commensurate with qualifications and experience. Appointees have access to internal funds for research through the Dean's New Faculty Development Fund and through University funds.

Review of applications for these positions ***begins October 1st*** although applications will be accepted until the positions are filled. Please send a letter of application, CV and the contact details of three referees to:

Dr. Craig Fleisher, Dean
Faculty of Business
University of New Brunswick Saint John
PO Box 5050
Saint John, NB E2L 4L5 Canada
Fax: 506-648-5574
e-mail: fleisher@unbsj.ca

WWW.UNBSJ.CA/BUSINESS ***WWW.EC-CENTRE.COM/MAIN.HTML***

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.
The University of New Brunswick is committed to the principle of employment equity.

University of Waterloo

Scientist, Centre for Behavioural Research and Program Evaluation (CBRPE)

The Centre for Behavioural Research and Program Evaluation (CBRPE) is funded by the National Cancer Institute of Canada with funds from the Canadian Cancer Society (CCS). CBRPE's mission is to (a) conduct research that contributes to improved cancer prevention and care, and (b) assist CCS evaluate its major programs and services. CBRPE is housed in the Faculty of Applied Health Sciences at the University of Waterloo.

The primary responsibility of the Scientist will be to mount an independent research program related to cancer prevention or care. This research will be supported mainly through peer reviewed grants secured by the Scientist from national funding agencies. A secondary responsibility will be to contribute to CCS program evaluation activities.

CBRPE offers a stimulating research environment. There are four scientist positions within CBRPE. Faculty members at the University of Waterloo and other institutions are active in CBRPE projects. Scientists will be affiliated with an appropriate academic department at the University of Waterloo. There are opportunities for supervision of research trainees. CBRPE operates a national research network that provides a platform for multi-site studies and an extensive group of collaborators across the country.

A doctoral degree and evidence of scientific productivity is required. There are no restrictions on disciplinary background. An initial short list will be established **January 31, 2001.** Please send a Curriculum Vitae, a statement of research interests, and names of three scientific referees to:

Roy Cameron, PhD, Director
Canadian Cancer Society/National Cancer Institute of Canada
Centre for Behavioural Research and Program Evaluation
Room 1618, Lyle S. Hallman Institute
University of Waterloo
Waterloo, Ontario N2L 3G1

The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The position is funded for five years, it is anticipated that the position will continue beyond five years, but this is contingent on availability of funds.

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